



District Honors & Highlights

June 8, 2026



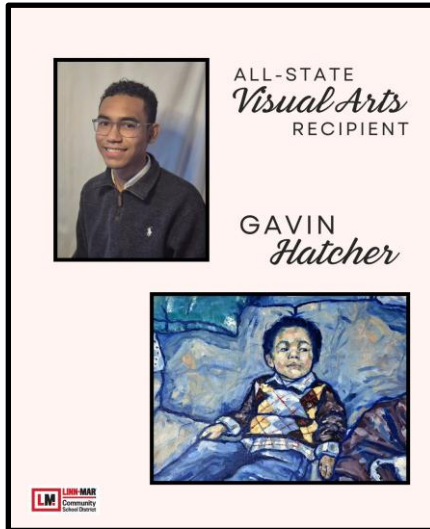
Senior Honors:

Congratulations to the 543 Linn-Mar High School Seniors that were honored during the Commencement Ceremony on May 24th.

Success Center Honors: Congratulations also go out to the four graduates of the Success Center who were recognized on May 22nd during their fun celebration at the Cedar Rapids Bowling Center!



Art Honors: Congratulations to Clarissa Gooding, Gavin Hatcher, and Natalie Simpson for being named winners in the Division 3A 2026 All-State Visual Arts Awards; which is a statewide recognition. The District also earned third place in the Team Award.



Community Outreach Highlight: The Hazel Point Intermediate students raised funds to purchase items in support of Kids Against Hunger and then worked hard to package the items into over 20,000 meal boxes. Way to go, Hazel Point!



National Merit Scholarship Honor: Congratulations to Erich Nguyen and Alex Chavez for being named national Merit Scholarship Finalists and for being awarded a \$2,500 scholarship!

Future Educators Highlight: Congratulations to the following Linn-Mar High School Seniors that signed a symbolic Letter of Intent to join the future workforce as an educator: Delaney Lake (University of Iowa), Ella Whitlow (University of Northern Iowa), Allison Lewis (Mt Mercy University), and Evelyn Horn (University of Northern Iowa). These four students are continuing a district tradition that began in 2021 and now totals 62 Linn-Mar students.



Track & Field Highlight: Congratulations to the Girls and Boys Track & Field teams for an outstanding season. During the State competition, Abby Mecklenburg won the girls Class 4A long jump and the boys Class 4A 800-meter sprint relay team including Harrison Schuett, Derek Roling, Kushal Vanavasam, and Blake Swisher set a new school record and earned a State



Championship.

Venture Academics Honor: Congratulations to the Venture Academics Civics students for receiving the Carrie Chapman Catt Capitol Award from Secretary of State Paul Pate. The award is in recognition of their hard work in helping to register more than 240 eligible Linn-Mar student voters.

Special Olympics Honors: Congratulations to this year's Special Olympians for their awesome finishes during the State Track & Field Competition.



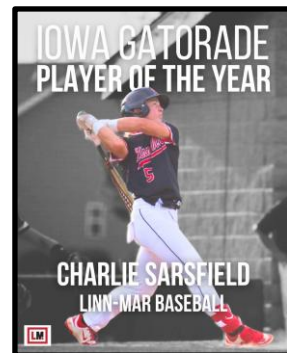
- Hunter placed first in the 100-meter dash
- Zay placed first in the 50-meter dash
- James placed first in the 1,500-meter run
- Micah placed first in the 1,500-meter run
- Riyyansh placed first in the mini javelin toss
- Kaden placed second in the mini javelin toss
- Mars placed second in the mini javelin toss
- Yohan placed first in the softball throw
- Emeri placed second in the softball throw
- Caitlin placed sixth in the softball throw



Fine Arts Honors: Congratulations to Jack Jorgensen, Linn-Mar High School Choral Director, and Andy Cutler, Excelsior Middle School and Boulder Peak Intermediate Choral Director, for being recognized by the Iowa Choral Directors Association. Jack is the recipient of the Emerging Choral Director Award and Andy is the recipient of the Middle School Choral Director Award.



Baseball Highlight: Congratulations to Linn-Mar High School Junior Charlie Sarsfield for being named Iowa Gatorade Baseball Player of the Year!



Boys Tennis Highlight: Congratulations to Boys Tennis for their awesome performance at the State Team Tournament! A special shout out goes to Garrett Bauermeister for his third place singles finish!

Leader in Me Recognition: Congratulations to Wilkins Elementary for being recognized as a Leader in Me Lighthouse School. This certification highlights the exceptional implementation of leadership practices and a strong, student-centered culture and is awarded to only 8% of Leader in Me buildings around the country.



District Recognition: Congratulations to the Linn-Mar district for being recognized as a 2025-26 Imagine Learning District of Distinction; which is the highest honor in the Imagine Nation customer recognition program. Imagine Learning is the platform the district uses to access the Illustrative Math curriculum for grades K-8.



Leader in Me® Agreement

This Leader in Me Agreement (“Agreement”) is entered into as of the date given below (the “Effective Date”) by and between Franklin Covey Client Sales, Inc., whose address is 13907 South Minuteman Boulevard, Suite 500, Draper, Utah 84020 (“FranklinCovey”), and the following organization (“Client”):

Organization:	Wilkins Elementary	Contact Person:	Nathan Wear
Address:	2127 27th St.	Telephone:	(319) 447-3028
City, State, Zip:	Marion, Iowa 52302	Email:	nathan.wear@linnmar.k12.ia.us

Details of Services and Materials

FranklinCovey shall provide Client the training, coaching, and materials (the “Services”) to be included in the Leader in Me® network of Schools. Details of the Services are described in the following table:

Deliverable	Start Date	End Date	Invoice Date	Amount	Quantity	Total
Membership						
Membership per Student	6/24/2026	6/23/2027	6/24/2026	\$11.50	269	\$3,093.50
Professional Development						
Prepaid Custom Coaching	6/24/2026	6/23/2027	6/24/2026	\$3,800.00	1	\$3,800.00

Total Investment	\$6,893.50
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Client may contact FranklinCovey via email or purchase order to purchase additional products and/or services, which shall be subject to the terms and conditions of this Agreement. If Client issues a purchase order and there is a conflict between the purchase order terms and this Agreement, this Agreement shall control. If this Agreement is executed by Client after the Invoice Dates above, FranklinCovey may adjust the Invoice Dates based on the Effective Date. Such change shall not affect the Total Investment.

Invoices to be sent to:

Billing Contact:	<u>Terri Mohler</u>	Email:	<u>terri.mohler@Linnmar.k12.ia.us</u>
Address:	<u>3556 Winslow Road</u>	Phone:	<u>319-447-3014</u>
City, State, Postal Code:	<u>Marion, IA 52302</u>		

IN WITNESS HEREOF, all Parties have executed the foregoing Agreement by their duly authorized representatives.

Franklin Covey Client Sales, Inc.

Signature: _____
 Printed Name: Lindsay Nelson
 Title: Client Engagement Coordinator

Wilkins Elementary

Signature: _____
 Printed Name: Katie Lowe Lancaster
 Title: Board President
 Effective Date: _____

Terms and Conditions

Grant of Rights To Portal: FranklinCovey hereby grants Client a limited, non-exclusive, non-transferable, revocable license for Client teachers and staff for whom an annual license fee has been paid ("Users") to access the Leader in Me® Online portal ("Portal"). Access to the Portal shall be available only to Users. Users will receive a unique registration code from an authorized representative of Client (e.g., Principal) prior to logging into the Portal. Client and Users agree not to make the Portal available in any manner to the general public, non-parties to this Agreement, the general student population, or any other individual who is not a User.

Intellectual Property License: FranklinCovey hereby grants to Client a limited, non-exclusive license (the "License") to use the FC IP (defined below) only in connection with the delivery or promotion of FranklinCovey's Leader in Me solution, along with any product updates or improvements available through the Portal, within Client's school during the membership term. For clarity, and by way of example only, the FC IP may be used with lesson plans, bulletin boards, posters, tee shirts, pins, songs, and other similar uses. However, FC IP may not be used with planners/agendas, unless such planners/agendas are purchased through SDI Innovations. Further, Client shall not use a FranklinCovey trademark, such as "The Leader in Me®," in or as a domain name. The License to the FC IP shall not be sublicensed, assigned, or transferred by Client. All works created by Client using the FC IP shall be deemed derivative works ("Derivative Works"), and are owned by FranklinCovey and may be used only pursuant to the License granted herein. "FC IP" shall mean the Leader in Me trademarks and other materials provided to Client by FranklinCovey, including intellectual property associated with The 7 Habits®. Client shall effectively communicate to its staff, employees, teachers, and anyone else who may have access to or receive the FC IP, that such FC IP is copyright- and/or trademark-protected and the proprietary property of FranklinCovey, and that neither Client nor its employees shall modify, reproduce, file share, email, distribute to a third party, offer for sale, offer for commercial use, or publicly post (Slide Share, YouTube, etc.) the FC IP or any Derivative Works created by Client or its employees.

Measurable Results Assessment: The Leader in Me process includes a voluntary survey whereby staff, parents, and students are asked questions related to leadership, culture, and academics. An authorized representative of the Client will be provided a URL link of the survey questions to share with staff, parents, and students. Personally identifiable information ("PII") will not be collected as part of the survey. FranklinCovey will not permit disclosure outside of its own organization and it will take all commercially practicable measures to destroy information received when it is no longer needed. Survey results will be compiled in an aggregate form and shared with third parties, including sponsors. Survey results may also be used for research.

Leadership Development: Principals Development Track and Lighthouse Coordinator Development Track provide an opportunity for Users to attend professional development. Client is responsible for all travel expenses incurred by Users attending such professional development.

Scheduling a Consultant: Contact FranklinCovey via email preferably thirty (30) days in advance to schedule a FranklinCovey consultant. Once scheduled, the cancellation/rescheduling provisions will apply.

Cancellation/Rescheduling Fees: Fifteen (15) calendar days' notice is required to cancel or reschedule a scheduled consultant. If Client provides fewer than fifteen days' notice, Client will be billed a cancellation fee of 75% or a rescheduling fee of 25% of the consultant fee to cover costs incurred by FranklinCovey, as well as any travel costs imposed on FranklinCovey as a result of such cancellation or rescheduling. Client will not be assessed a cancellation/rescheduling fee for any consultant services canceled or rescheduled by FranklinCovey.

Facilities: Client shall be responsible for providing an appropriate room for onsite Services and to furnish the room with audio/visual equipment required by FranklinCovey, and all costs associated therewith

Term, Termination, and Events of Termination: The term of this Agreement shall commence on the Effective Date and terminate on the last End Date identified in the table above. Either party may terminate this Agreement if the other party materially breaches the Agreement, and such material breach remains uncured after the non-breaching party has provided thirty (30) days' written notice of such breach. Upon termination of this Agreement for any reason, Client shall immediately (a) discontinue all use of the FC IP; and (b) discontinue all use of Derivative Works.

Payment Terms: FranklinCovey shall invoice Client for all fees as identified in the table(s) above, which fees are nonrefundable and non-prorateable, including shipping and handling, and sales and use taxes (unless Client submits proof of its tax-exempt status to FranklinCovey). All shipments are FOB Shipping Point. Payment terms are net 30 from the invoice date. Fees are subject to an annual price increase.

Recordings: Client shall not make or allow to be made any audio and/or video recordings of the Services. Client shall inform the audience and otherwise take reasonable actions to ensure that no recordings of the Services are made.

Leader in Me Notifications: FranklinCovey may send to teachers, staff, and employees via email or other means promotional materials, product updates, upcoming events, and other information pertinent to the Leader in Me process. Anyone receiving such information may opt out at any time.

Copyright: FranklinCovey owns or controls all intellectual property rights, proprietary rights, and copyrights to all Services and materials provided for in this Agreement, and Client shall communicate the same to recipients of the Services. Any unauthorized use, reuse, copying, reproduction, recording, transmittal, modification, or revision of the Services and/or materials, if applicable, shall constitute a breach of this Agreement and/or federal copyright law. Any materials provided for herein are intended for personal use only by participants, and are not for resale, distribution to a third-party, commercial use, file sharing, or public display. Nothing in this Agreement implies a grant of license for Client to use the concepts and materials outside the scope of the Agreement.

Modification of Agreement: All amendments or modifications to this Agreement must be in writing and signed by the parties hereto. The person executing this Agreement on behalf of Client warrants that he/she is authorized to enter into this Agreement and has authority to bind Client.

EEOC. FranklinCovey complies with the requirements of 41 CFR 60-300.5(a) and 41 CFR 60-741.5(a), which prohibit discrimination against qualified protected veterans and qualified individuals on the basis of disability, and require affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified protected veterans and individuals with disabilities.

Force Majeure: Neither Client nor FranklinCovey shall be required to perform any term, condition, or covenant of this Agreement so long as such performance is delayed or prevented by acts of God, material or labor restriction by any governmental authority, civil riot, floods, hurricanes, or other natural disasters, or any other cause not reasonably within the control of Client or FranklinCovey.

Entire Agreement: This Agreement represents the entire understanding between the parties and supersedes all prior agreements, whether written or oral, relating to the subject matter hereof. In the event any terms contained in any subsequent purchase order (or similar document) sent or received in connection with this Agreement are inconsistent with the terms of this Agreement, the terms of the Agreement shall prevail.



Cedar Rapids

200 Fifth Avenue SE Ste. 201
Cedar Rapids, Iowa 52401
(319) 363-6018

Des Moines

100 Court Avenue Ste. 100
Des Moines, Iowa 50309
(515) 309-0722

Iowa City

24 1/2 S. Clinton Street
Iowa City, Iowa 52240
(319) 363-6018

Madison

301 N. Broom Street Ste. 100
Madison, Wisconsin 53703
(608) 819-0260

opnarchitects.com

June 3, 2026

Amy Kortemeyer
Linn-Mar Community School District
3556 Winslow Road
Marion, Iowa 52302

RE: Bid Recommendation for Oak Ridge Band Room Additon (26201000)

Amy: We are pleased to report on the results of bidding for the Oak Ridge Band Room Addition on Tuesday, June 2, we received Eight (8) bids for the project. The lowest bidder on the project was Foreman Construction LLC. of Hiawatha, Iowa. You can review the specifics of the bid results on the attached Bid Tab.

After reviewing the bids, we recommend that the Board of Education accept the following base bid from Foreman Construction LLC.:

Base Bid..... \$ 1,689,900.00

In addition to the base bid, there was one alternate bid priced out for your consideration as follows:

Alternate 1 – Add Heat Pump Piping Isolation Valves..... \$ 21,400.00

Our recommendation is to accept Alternate 1.

The alternate bid numbers are held for thirty days following bid opening. Upon direction from the board, OPN will prepare a letter to proceed with Foreman Construction LLC for the base bid and selected alternate.

OPN will also prepare the contract between the School District and Foreman Construction LLC.

Thank you for the opportunity to partner with the Linn-Mar Community School District.

OPN ARCHITECTS

Toby Olsen, AIA
Associate Principal

Attachments: Bid Tabulation

cc: Katie Lowe Landcaster, Board President

NOTICE OF PUBLIC HEARING - AMENDMENT OF CURRENT BUDGET

LINN-MAR School District
 Fiscal Year July 1, 2025 - June 30, 2026

The LINN-MAR School District will conduct a public hearing for the purpose of amending the current budget for fiscal year ending June 30, 2026

Meeting Date/Time: 6/8/2026 05:00 PM

Contact: Jonathan Galbraith

Phone: (319) 447-3008

Meeting Location: Board room of the Educational Leadership Center, 3556 Winslow Road, Marion, IA 52302

There will be no increase in taxes. Any residents or taxpayers will be heard for or against the proposed amendment at the time and place specified above. A detailed statement of: additional receipts, cash balances on hand at the close of the preceding fiscal year, and proposed disbursements, both past and anticipated, will be available at the hearing. Budget amendments are subject to protest. If protest petition requirements are met, the State Appeal Board will hold a local hearing. For more information, consult <https://dom.iowa.gov/local-gov-appeals>.

EXPENDITURES	Total Budget as Certified or Last Amended	Amendment Increase	Total Budget After Current Amendment	Reason
Instruction	74,303,000	2,197,800	76,500,800	Increased OE and staffing costs
Total Support Services	36,190,000	1,040,918	37,230,918	Increased Insurance and utilities
Noninstructional Programs	4,815,000	141,150	4,956,150	Increase in Nutrition Expenses
Total Other Expenditures	27,130,695	4,767,496	31,898,191	Increase in Construction Costs
Total	142,438,695	8,147,364	150,586,059	



**INSPIRE LEARNING.
UNLOCK POTENTIAL.
EMPOWER ACHIEVEMENT.**

BOARD OF DIRECTORS MINUTES MAY 11, 2026

[Click here for YouTube recording](#)

100: CALL TO ORDER & DETERMINATION OF A QUORUM

The meeting of the Linn-Mar Board of Directors was called to order at 5:00 PM in the boardroom of the Educational Leadership Center (3556 Winslow Rd, Marion). Roll was taken to determine a quorum. Present: Buchholz, Foss, Langston, Mansoor, Morey, and Thomas. Absent: Lowe Lancaster. Administration present: Kortemeyer, Galbraith, Ramos, Wear, Christian, Faber, and Nelson.

200: ADOPTION OF AGENDA

– Motion 199.05.11

MOTION by Morey to adopt the agenda as presented. Second by Mansoor. Voice vote, all ayes. Motion carried.

300: PUBLIC HEARING – Refer to Exhibit 801.1

(SPG #1-Community Engagement)

A public hearing was held on the amended certified budget for fiscal year 2026. No comments were received.

400: DISTRICT HIGHLIGHT MOMENT

In honor of Teacher Appreciation Week, a video was shared of district teachers reflecting on what makes their buildings and the district special.

500: AUDIENCE COMMUNICATIONS

(SPG #1-Community Engagement)

1. Mike Lorenz, Resident/Volunteer, concerns regarding the performance hall
2. Marie Spehar, Parent, appeal of open enrollment decision

600: INFORMATIONAL REPORTS

601: Facilities Assessment Report

(SPG #5-Resource Management / BG #3.c-District Culture)

A report was given on the recent facilities assessments including information on the project scope, sample data, initial findings, and next steps.

602: Venture Academics Advisory Report

(SPG #2-Learning Excellence / BG #2.b-Student Learning)

Directors Langston, Morey, and Mansoor reported that during the April 30th Venture Academics Advisory meeting information was shared on enrollment, a proposed volunteer partnership with the City, the need to reconsider program offerings, and

student classes to raise awareness of property taxes. It was also reported that four of the Venture Academics students would be graduating with cord honors.

603: Finance/Audit Committee Report *(SPG #5-Resource Management / BG #3.c-District Culture)*

Director Buchholz reported that during the May 7th Finance/Audit Committee meeting topics included a review of the bills, student fees, the amended certified budget for fiscal year 2026, staff negotiations, the MJ Care Medicaid billing agreement.

604: Legislative Report *(BG #1.c-Visionary Team & 3.d-District Culture)*

Director Morey reported on the close of the legislative session and the educational and property tax bills that moved on to the Governor.

605: Superintendent's Report – Exhibit 605.1 *(SPG #1-Community Engagement)*

Superintendent Kortemeyer shared several district honors and highlights, a review of current facilities projects, and highlighted several upcoming events.

700: UNFINISHED BUSINESS

701: Second Reading of Policy Recommendations – Exhibit 701.1

MOTION by Langston to approve the second reading of the policy recommendations as presented in Exhibit 701.1. Second by Thomas. Voice vote, all ayes. Motion carried.

– Motion 200.05.11

702: Review of Bids – Exhibit 702.1 *(SPG #5-Resource Management / BG #3.c-District Culture)*

Jon Galbraith, Chief Financial/Operating Officer, and Garrett Pochop, with Piper Sandler, reviewed the bids received regarding the sale of approximately \$29,545,000 General Obligation School Capital Loan Notes, Series 2026.

703: Approval of Resolution – Roll Call Vote – Exhibit 703.1

Jon Galbraith, Chief Financial/Operating Officer, reviewed the resolution directing the sale of the General Obligation School Capital Loan Notes.

MOTION by Buchholz to approve the resolution directing the sale of \$28,125,000.00 General Obligation School Capital Loan Notes, Series 2026, to R. Seelaus & Co, LLC (Summit, NJ) for the purchase price of \$29,229,167.38. Second by Morey. Roll call vote, all ayes. Motion carried.

– Motion 201.05.11

800: NEW BUSINESS

801: Approval of Amended FY26 Certified Budget – Exhibit 801.1

MOTION by Mansoor to approve the amended certified budget for fiscal year 2026 as presented in Exhibit 801.1. Second by Buchholz. Voice vote, all ayes. Motion carried.

(SPG #5-Resource Management / BG #3.c-District Culture) **– Motion 202.05.11**

802: Approval of Magma Math Subscription – Exhibit 802.1

Nathan Wear, Associate Superintendent/Chief Academic Officer, shared an overview of the Magma Math program.

MOTION by Buchholz to approve the Magma Math subscription agreement for grades 9-12, at \$11,200.00/year for three years, as presented in Exhibit 802.1. Second by Thomas. Voice vote, all ayes. Motion carried. **– Motion 203.05.11**

803: Approval of Open Enrollment Requests (SPG #2-Learning Excellence & 3-Learner Experience)

MOTION by Mansoor to approve the open enrollment requests as presented. Second by Thomas. Voice vote, all ayes. Motion carried. **– Motion 204.05.11**

Approved IN	Student Name	Grade	Resident District	School Year
	Kirksey, Ky'aire	K	Cedar Rapids	2026-27

Approved OUT	Student Name	Grade	Requested District	Reason	School Year
	Seastrom, Easton	10	Springville	Good cause	2026-27

Denied OUT	Student Name	Grade	Requested District	Reason	School Year
	Hanson, Chloe	6	MID Home School	Late, no good cause	2026-27

804: Approval of Student Fees for 2026-27 – Exhibit 804.1

MOTION by Morey to approve the student fee schedule for the 2026-27 school year as presented in Exhibit 804.1. Second by Mansoor. Voice vote, all ayes. Motion carried. **– Motion 205.05.11**

805: Approval of FY27 LMSA Agreement (SPG #4-People & Culture / BG #3.a-District Culture)

MOTION by Mansoor to approve a 3.03% total package increase for the Linn-Mar Service Association for fiscal year 2026-27. Second by Langston. Voice vote, all ayes. Motion carried. **– Motion 206.05.11**

806: Approval of FY27 Transportation Department Agreement

MOTION by Langston to approve a 3.00% total package increase for the Transportation Department staff for fiscal year 2026-27. Second by Morey. Voice vote, all ayes. Motion carried. (SPG #4-People & Culture / BG #3.a-District Culture) **– Motion 207.05.11**

807: Approval of FY27 PTNS Agreement (SPG #4-People & Culture / BG #3.a-District Culture)

MOTION by Buchholz to approve a 5.53% total package increase for the Part-Time Nutrition Services staff for fiscal year 2026-27. Second by Morey. Galbraith clarified that the increase is to raise the starting wage to \$16.00/hour. Voice vote, all ayes. Motion carried. **– Motion 208.05.11**

900: CONSENT AGENDA

(SPG #4-People/Culture & #5-Resource Mngmt / BG #3.a, c, d-District Culture)

MOTION by Mansoor to approve the consent agenda as presented. Second by Thomas. Congratulations with shared with Kathryn Church on her retirement. Voice vote, all ayes. Motion carried.

- Motion 209.05.11

901: Personnel

Certified Staff: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Behmer, Joe	EX: From Student Dean/Athletics Activities Director to Associate Principal	7/1/2026	\$92,000/year
Dirks, Jessica	EX: Teacher Leader Instructional Coach	8/12/26	MA+45, Step 27
Hayes, Beth	ESY Facilitator	6/1/2026	\$5,000
Ptacek, Lucas	ELC: Director of High School Teaching & Learning	7/1/26	\$130,000/year
Vint, Audrey	OR: 8 th Gr Science Teacher	8/12/26	BA, Step 3

Certified Staff: Resignations

Name	Assignment	Dept Action	Reason
Bolinder, Kiley	OR: 7 th Gr Reading Teacher	6/5/26	Relocation
Church, Kathryn	District: Home School Teacher	6/4/26	Retirement
Fontenot, Elizabeth	HP: Vocal Music Teacher	6/5/26	Personal

Classified Staff: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Cook, Robin	NS: OR General Help	4/29/26	PTNS, Step 1
Himmel, Emily	OR: Student Support Associate	4/27/26	LMSEAA A, Step 1
James, Hayleigh	LG: Student Support Associate	8/18/26	LMSEAA A, Step 1
King, Kelly	NS: EX General Help/Cashier	4/29/26	PTNS, Step 1+.25
Rowland, Timothy	LMHS: Student Support Associate	5/4/26	LMSEAA A, Step 1

Classified Staff: Resignations

Name	Assignment	Dept Action	Reason
Ancheta, Anthony	O&M: LMHS Custodian	5/6/26	Other employment
Buelow, Greg	LG: Student Support Associate	5/8/26	Other employment
Cassill, Jennifer	NS: EX General Help/Cashier	6/4/26	Personal
Johnson, Senica	LG: Student Support Associate	5/22/26	Other employment
Kainz, Laura	LMHS: Student Support Associate	6/5/26	Other employment
Kruger, Tiffany	LMHS: Student Support Associate	4/23/26	Personal
Martin, Joseph	O&M: EX Custodian	5/7/26	Other employment
Minehart, Amanda	LMHS: Student Support Associate	4/17/26	Personal
Seale, Ashley	LMHS: Student Support Associate	4/22/26	Personal
Thompson, Karla	HP: Student Support Associate	6/5/26	Personal

Co/Extra-Curricular Staff Schedule H: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Burke, Shawn	LMHS: Spring Musical Director (.5)	4/23/26	\$2,349
Jorgensen, Jack	LMHS: Assistant Musical Director (.3)	4/14/26	\$625
Read, Henry	LMHS: Assistant Sophomore Baseball Coach	5/4/26	\$3,523

Co/Extra-Curricular Staff Non-Schedule H: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Earnest, Valerie	WE: Accompanist	4/28/26	\$215

Co/Extra-Curricular Staff: Resignations

Name	Assignment	Dept Action	Reason
Blakely, Karla	LMHS: Student Council Sponsor	6/4/26	Personal
Bolinder, Kiley	OR: Assistant 7 th Gr Girls Basketball Coach	5/4/26	Personal
Bradley, Rylie	LMHS: Head JV Poms Coach	4/21/26	Personal
Geers, Mike	EX: Head 7 th Gr Wrestling Coach	5/5/26	Personal

902: Approval of April 27th Board Minutes – Exhibit 902.1**903: Approval of May 6th Special Session Minutes – Exhibit 903.1****904: Approval of Bills/Warrants – Exhibit 904.1****905: Approval of Contracts/Agreements – Exhibits 905.1-4**

1. PowerSchool: License and subscription renewal (\$60,463.65)
2. MJ Care: LEA Medicaid Billing & Business Associate agreement
3. Lonni Lane Marketing/Candace Fleming: Stories Alive program agreement and independent contractor agreement for presenter (\$12,000)
4. Wendy Morton: Independent contractor agreement for summer band lessons substitute (\$27.33/hour)
5. Interagency contracts for Special Education instructional services with Empowering Excellence Charter School (2). *For student confidentiality, exhibits are not provided.*

906: Overnight Trip Request – Exhibit 906.1

FBLA to attend Nat'l Leadership Conference in San Antonio, Texas (June 28-July 3)

1000: BOARD CALENDAR & COMMUNICATIONS**1001: Board Calendar & Communications**

Vice President Foss reviewed the calendar and requested volunteers for the June Marion City Council meetings.

Date	Time	Event	Location
May 13	5:15 PM	LIONS & Volunteer Awards	ELC Boardroom
May 21	5:30 PM	Marion City Council (Thomas)	City Hall
May 24	1:00 PM	LMHS Commencement Ceremony	Alliant Energy Powerhouse
May 25	--	No School (Memorial Day Holiday)	--
Date	Time	Event	Location
June 4	--	Last Day of School (2-Hour Early Dismissal)	--
June 4	5:30 PM	Marion City Council (Mansoor)	City Hall
June 5	--	Teacher Workday	--
June 8	5:00 PM	LMCSD Board of Directors Meeting	ELC Boardroom
June 18	5:30 PM	Marion City Council (Buchholz)	City Hall

1002: Board Committees/Advisories

Required Board Committees/Advisories

Committee/Advisory	Board Representatives
Finance/Audit Committee (F/AC)	Buchholz, Mansoor, Morey
Policy Committee	Langston, Lowe Lancaster, Thomas
Career & Technical Education Advisory (CTE)	Foss, Langston, Mansoor
School Improvement Advisory Committee (SIAC)	Foss, Langston, Mansoor

Additional District Committees/Advisories

Committee/Advisory	Board Representatives
Facilities Advisory Committee	Foss, Lowe Lancaster, Thomas
Venture Academics Advisory (VAA)	Langston, Mansoor, Morey
LMHS School Counselors Advisory	Lowe Lancaster, Mansoor
MEDCO Community Promise Advisory	Buchholz, Mansoor
Linn County Conference Board	Langston
Cedar Rapids Examining Board	Buchholz
Legislative Liaisons	Morey, Thomas

1100: ADJOURNMENT

– Motion 210.05.11

MOTION by Buchholz to adjourn the meeting at 6:45 PM. Second by Morey. Voice vote, all ayes. Motion carried.

Justin Foss, Board Vice President

Jonathan Galbraith, Board Secretary/Treasurer

Linn-Mar Community School District

IA- Warrants Paid Listing

Criteria

Date Range: 05/07/2026 - 06/03/2026

Fiscal Year: 2025-2026

Vendor Name	Description	Check Total
Fund: AQUATIC CENTER		
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$14,987.06
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$276.72
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$1,183.03
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$276.72
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$1,183.03
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$905.34
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$1,042.24
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$1,564.19
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$7.50
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$17.80
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$931.69
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$298.24
VINTON AQUATIC CLUB INC	DUES AND FEES	\$2,047.50
	Fund Total:	\$24,721.06
Fund: DEBT SERVICE		
STANDARD & POOR'S	OTHER PROFESSIONAL SERVICES	\$31,445.00
UMB BANK, N.A.	OTHER PROFESSIONAL SERVICES	\$600.00
	Fund Total:	\$32,045.00
Fund: GENERAL		
ABILITY PHYSICAL THERAPY, P.C.	OTHER PROFESSIONAL SERVICES	\$3,833.33
ACCESS SYSTEMS	INSTRUCTIONAL SUPPLIES	\$114.89
ACME TOOLS	INSTRUCTIONAL SUPPLIES	\$204.97
ADCRAFT PRINTING COMPANY	GENERAL SUPPLIES	\$921.00
ADVANTAGE ARCHIVES, LLC	PROF SERV: EDUCATION	\$477.94
ADVANTAGE CHIROPRACTIC	PHYSICALS	\$240.00
ADVANTAGE RECORDS MANAGEMENT	GENERAL SUPPLIES	\$99.51
AGVANTAGE FS	PROPANE	\$6,704.49
AHLERS AND COONEY, P.C.	LEGAL SERVICES	\$1,755.00
AIRGAS USA LLC	GENERAL SUPPLIES	\$177.25
AIRGAS USA LLC	INSTRUCTIONAL SUPPLIES	\$580.57
ALLIANT ENERGY	ELECTRICITY	\$108,837.34
ALTORFER	OTHER PROFESSIONAL SERVICES	\$150.00
AMERICAN SPECIALTIES	GENERAL SUPPLIES	\$2,179.23
ANIXTER, INC.	MAINTENANCE SUPPLIES	\$122.54
APPLE COMPUTER INC	Foundation EEEG - Instructional Supplies	\$849.00
APPLE COMPUTER INC	INSTRUCTIONAL SUPPLIES	\$9,452.00
AREA AMBULANCE SERVICE	OTHER PROFESSIONAL SERVICES	\$700.00
ARK DATA CENTERS LLC	OTHER TECH SER	\$115.14
ARNOLD MOTOR SUPPLY	REPAIR PARTS	(\$157.92)
ARNOLD MOTOR SUPPLY	SHOP TOOLS/EQUIPMENT	\$86.24
ARNOLD MOTOR SUPPLY	TRANSP. PARTS	\$446.92
ASBO INTERNATIONAL	DUES AND FEES	\$499.00
ASCENDANCE TRUCKS EASTERN IOWA LLC	TRANSP. PARTS	\$1,092.03
ASHANTEE MUSIC INC	INSTRUCTIONAL SUPPLIES	\$2,064.00

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ASIFLEX	EE LIAB-FLEX DEP CARE	\$26,380.46
ASIFLEX	EE LIAB-FLEX HEALTH	\$17,117.56
ASIFLEX	OTHER PROFESSIONAL SERVICES	\$698.75
AT & T MOBILTY	TELEPHONE	\$1,167.37
AUTO-JET MUFFLER	TRANSP. PARTS	\$563.67
BUDGET CAR RENTAL	RENTALS EQUIPMENT	\$2,989.20
BUILDING WINGS LLC	DUES AND FEES	\$2,362.28
C.J. COOPER & ASSOCIATES	DRUG TESTING	\$80.00
C.J. COOPER & ASSOCIATES	PHYSICALS	\$130.00
CAMP COURAGEOUS	DUES AND FEES	\$254.50
CAPITAL SANITARY	MAINTENANCE SUPPLIES	\$10,653.65
CARDINAL COMMUNITY SCHOOL DISTRICT	TUITION OPEN ENROLL	\$255.36
CEDAR RAPIDS COMM SCH DIST	GENERAL SUPPLIES	\$2,578.00
CEDAR RAPIDS WATER DEPT	WATER/SEWER	\$1,486.61
CENTER FOR MATHEMATICS AND TEACHING INC	INSTRUCTIONAL SUPPLIES	\$6,510.00
CERWICK BRENDA	Professional Educational Services	\$382.50
CIT CHARTERS, INC	RENTALS EQUIPMENT	\$506.35
CITY LAUNDERING COMPANY	GENERAL SUPPLIES	\$397.45
COLLECTION	EE LIAB-GARNISHMENTS	\$1,778.17
CONSTELLATION NEWENERGY	NATURAL GAS	\$7,320.12
CONVERGE ONE	TECH REPAIRS/MAINTENANCE	\$13,909.55
CORRIDOR ENERGY COOPERATIVE	ELECTRICITY	\$39,492.70
COTTON GALLERY LTD.	GENERAL SUPPLIES	\$225.00
CRESCENT PARTS & EQUIPMENT CO., INC	MAINTENANCE SUPPLIES	\$902.38
CROWBAR'S	GENERAL SUPPLIES	\$17.70
CROWBAR'S	TRANSP. PARTS	\$105.13
CULLIGAN	GENERAL SUPPLIES	\$789.43
CULLIGAN	INSTRUCTIONAL SUPPLIES	\$47.50
D & K PRODUCTS	GROUPS UPKEEP	\$675.00
DELTA DENTAL OF IOWA	ER LIAB-DENTAL INS	\$44,399.22
DEMCO	GENERAL SUPPLIES	\$697.89
DENNY AMANDA	OTHER PROFESSIONAL SERVICES	\$225.00
EDVOTEK	INSTRUCTIONAL SUPPLIES	\$324.80
ELECTRICAL ENGINEERING & EQUIPMENT CO.	ELECTRICAL SUPPLY	\$2,023.59
EMPLOYEE RESOURCE SYSTEMS, INC	DUES AND FEES	\$2,056.32
EMS DETERGENT SERVICES	INSTRUCTIONAL SUPPLIES	\$171.00
ERATESYNC.COM	COMPUTER SOFTWARE	\$8,500.00
F & B CAB CO., INC	TRANSP PRIVATE CONT	\$2,317.50
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$3,560,080.10
FESTIVAL FUN PARKS LLC DBA ADVENTURELAND	DUES AND FEES	\$5,938.20
FESTIVAL FUN PARKS LLC DBA ADVENTURELAND	INSTRUCTIONAL SUPPLIES	\$5,311.39
FOLLETT CONTENT SOLUTIONS, LLC	LIBRARY BOOKS	\$630.80
GASWAY CO, J P	GENERAL SUPPLIES	\$1,602.76
GAZETTE COMMUNICATIONS INC	ADVERTISING	\$379.33

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GOODWILL OF THE HEARTLAND	PROF SERV: EDUCATION	\$6,425.56
GOTTO SAMANTHA	Staff Tuition & Continue ED payment	\$88.00
GRAINGER	GENERAL SUPPLIES	\$362.66
GRANT WOOD AEA	AEA FLOW THRU	\$216,233.20
GRANT WOOD AEA	GENERAL SUPPLIES	\$394.96
GRANT WOOD AEA	INSTRUCTIONAL SUPPLIES	\$551.59
GREAT WESTERN SUPPLY CO	GENERAL SUPPLIES	\$262.95
GREENWOOD CLEANING SYSTEMS	MAINTENANCE SUPPLIES	\$6,553.84
HANDS UP COMMUNICATIONS	OTHER PROFESSIONAL SERVICES	\$410.00
HANDS UP COMMUNICATIONS	PROF SERV: EDUCATION	\$170.00
HARGERS ACCOUSTICS INC	GENERAL SUPPLIES	\$188.00
HAVLICEK LISA	GENERAL SUPPLIES	\$655.00
HOBART SERVICE	GENERAL SUPPLIES	\$1,765.78
HP INC	COMP/TECH HARDWARE	\$8.00
HP INC	GENERAL SUPPLIES	\$695.54
HY-VEE FOOD STORE-8556	INSTRUCTIONAL SUPPLIES	\$49.00
IMON COMMUNICATIONS LLC	TELEPHONE	\$1,185.00
INSIGHT PUBLIC SECTOR INC	DUES AND FEES	\$15,267.97
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$70,489.73
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$301,403.67
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$70,489.73
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$301,403.67
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$383,997.87
INTERSTATE ALL BATTERY CENTER	MAINTENANCE SUPPLIES	\$336.00
IOWA BANDMASTERS ASSOC.	INSTRUCTIONAL SUPPLIES	\$228.00
IOWA CITY COMMUNITY SCHOOLS	TUITION OPEN ENROLL	\$1,729.29
IOWA COMMUNICATIONS NETWORK	INTERNET	\$11.08
IOWA DEPT OF HUMAN SERVICES	MEDICAID REIMBURSE	\$61,478.08
IOWA DEPT OF REVENUE	EE LIAB-GARNISHMENTS	\$343.95
IOWA HIGH SCHOOL MUSIC ASSOC	ADMISSIONS	\$3,336.00
IOWA HIGH SCHOOL MUSIC ASSOC	DUES AND FEES	\$45.00
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$364,216.82
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$546,614.62
IOWA SHARES	EE LIAB-CHARITY	\$23.00
IOWA STRING TEACHERS ASSOCIATION	DUES AND FEES	\$150.00
ISFIS	OTHER PROFESSIONAL SERVICES	\$664.50
J.W. MORTON & ASSOCIATES	DUES AND FEES	\$500.00
JOHNSTONE SUPPLY	HEAT/PLUMBING SUPPLY	\$739.30
JONES SCHOOL SUPPLY CO.,INC	GENERAL SUPPLIES	\$174.79
JVA MOBILITY	INSTRUCTIONAL SUPPLIES	\$394.00
K-12 TECHNOLOGY GROUP INC	TELEPHONE	\$1,281.48
KENNEDY HIGH SCHOOL	DUES AND FEES	\$185.00
KIRKWOOD COMM COLLEGE	OTHER TECH SER	\$40.00
KIRKWOOD COMM COLLEGE	TUITION-COMM COLLEGE	\$126,099.48
KORTEMAYER AMY	STAFF TRAVEL	\$10.35

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LAWSON PRODUCTS, INC	MAINTENANCE SUPPLIES	\$338.53
LAWSON PRODUCTS, INC	TRANSP. PARTS	\$649.28
LINDER TIRE SERVICE INC	TIRES AND TUBES	\$7,308.61
LINN CO-OP OIL	DIESEL	\$17,764.00
LINN CO-OP OIL	GASOLINE	\$9,798.23
LINN COUNTY TREASURER	DUES AND FEES	\$800.00
LINN COUNTY TREASURER-12246	GENERAL SUPPLIES	\$300.00
LINN-MAR FOUNDATION	EE LIAB-CHARITY	\$164.00
LINN-MAR NUTRITION SERVICES	INSTRUCTIONAL SUPPLIES	\$231.22
MACKEY, THOMAS	PROF SERV: EDUCATION	\$300.00
MACKIN EDUCATIONAL RESOURCES	LIBRARY BOOKS	\$229.14
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$5,489.25
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$10,753.99
MADISON NATIONAL LIFE INS. CO., INC	RETIREE INSURANCE	(\$240.00)
MARION IRON CO.	GENERAL SUPPLIES	\$18.18
MARION IRON CO.	INSTRUCTIONAL SUPPLIES	\$2,536.76
MARION TIRE	REPAIR/MAINT SERVICE	\$1,780.44
MARION WATER DEPT	WATER/SEWER	\$13,245.44
MATH MEDIC	INSTRUCTIONAL SUPPLIES	\$325.00
MAVERICK POWERSPORTS,LLC	MAINTENANCE SUPPLIES	\$1,802.18
MCMASTER-CARR	INSTRUCTIONAL SUPPLIES	\$74.95
MENARDS -13127	GENERAL SUPPLIES	\$428.97
MENARDS -13127	INSTRUCTIONAL SUPPLIES	\$664.76
MENARDS -13127	SHOP TOOLS/EQUIPMENT	\$223.47
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$645,761.32
METRO INTERAGENCY INS PROG.	ER LIAB-MEDICAL INSURANCE	\$29,580.00
METRO INTERAGENCY INS PROG.	RETIREE INSURANCE	\$47,989.20
MHC Kenworth Cedar Rapids	TRANSP. PARTS	\$1,663.80
MID AMERICAN ENERGY	NATURAL GAS	\$3,678.91
MID-AMERICAN RESEARCH CHEMICAL	GENERAL SUPPLIES	\$384.21
MIDWEST BUS PARTS, INC	GENERAL SUPPLIES	\$13,650.00
MIDWEST BUS PARTS, INC	TRANSP. PARTS	\$677.70
MIDWEST WHEEL	TRANSP. PARTS	\$1,219.72
MTI DISTRIBUTING INC	REPAIR PARTS	\$1,216.54
NAPA AUTO PARTS (GPC)	TRANSP. PARTS	\$134.71
OLSON MADELYN	GENERAL SUPPLIES	\$132.00
OPEN TEXT INC	OTHER TECH SER	\$217.00
ORKIN PEST CONTROL	OTHER PROFESSIONAL SERVICES	\$936.24
PARTS TOWN, LLC	GENERAL SUPPLIES	\$5,059.42
PERFORMANCE FOODSERVICE - CEDAR RAPIDS	INSTRUCTIONAL SUPPLIES	\$123.47
PITNEY BOWES	DUES AND FEES	\$1,779.12
PLUMB SUPPLY CO.	HEAT/PLUMBING SUPPLY	\$711.24
POINTCORE GRAPHIC SOLUTIONS	GENERAL SUPPLIES	\$1,090.04
POWER SCHOOL GROUP LLC	COMPUTER SOFTWARE	\$3,013.78
QUILL CORPORATION	GENERAL SUPPLIES	\$59.74

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RADIG TERESA	PROF SERV: EDUCATION	\$200.00
RAFSON EMILY	PROF SERV: EDUCATION	\$500.00
RELAYHUB LLC	DATA PROCESSING AND	\$5,942.11
RISE VISION INC	COMP/TECH HARDWARE	\$95.00
ROBERTSHAW KIRSTEN	STAFF TRAVEL	\$20.00
ROCHESTER ARMORED CAR CO INC	GENERAL SUPPLIES	\$519.48
ROOTS IN BLOOM	GENERAL SUPPLIES	\$527.00
ROTARY CLUB OF MARION-EAST CEDAR RAPIDS	DUES AND FEES	\$530.00
RSP & ASSOCIATES, LLC	OTHER PROFESSIONAL SERVICES	\$27,000.00
SCHIMBERG	HEAT/PLUMBING SUPPLY	\$307.26
SCHOOL ADMINISTRATORS OF IOWA	DUES AND FEES	\$75.00
SCHOOL BUS SALES	TRANSP. PARTS	\$4,135.09
SCHOOL HEALTH CORP	DUES AND FEES	\$2,070.00
SCHOOL HEALTH CORP	GENERAL SUPPLIES	\$122.22
SCHOOL MATE	INSTRUCTIONAL SUPPLIES	\$747.60
SCHOOL SPECIALTY LLC	INSTRUCTIONAL SUPPLIES	\$31.40
SCHULTZ STRINGS INC	EQUIPMENT REPAIR	\$287.84
SHERWIN-WILLIAMS	GENERAL SUPPLIES	\$28.32
SIOUX CITY COMMUNITY SCHOOL DISTRICT	TUITION IN STATE	\$1,469.08
STATE HYGIENIC LABORATORY	GENERAL SUPPLIES	\$31.00
STERICYCLE INC	DUES AND FEES	\$20.82
SUN LIFE FINANCIAL EBG	EE LIAB-VOL/SUN LIFE INS	\$4,326.65
SUTCLIFFE ABAGAIL	TRANSP PRIVATE CONT	\$65.00
SWAMP FOX BOOKSTORE	LIBRARY BOOKS	\$2,187.02
TEGELER WRECKER & CRANE	REPAIR/MAINT SERVICE	\$218.00
THE SHREDDER	OTHER PROFESSIONAL SERVICES	\$452.00
THE SLED SHED	MAINTENANCE SUPPLIES	\$310.45
THINKING COLLABORATIVE, LLC	GENERAL SUPPLIES	\$484.00
TRANSACT COMM LLC DBA APP-GARDEN	GENERAL SOFTWARE	\$5,649.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$132,854.64
UNITED WAY OF EAST CENTRAL IOWA	EE LIAB-CHARITY	\$70.00
VAN METER CO	ELECTRICAL SUPPLY	\$1,895.48
VENUWORKS OF CEDAR RAPIDS	GENERAL SUPPLIES	\$22,715.38
VERIZON WIRELESS	TELEPHONE	\$153.88
VERNIER SOFTWARE & TECHNOLOGY	INSTRUCTIONAL SUPPLIES	\$8,568.29
VOYA RETIREMENT INSURANCE	EE LIAB-403 (B)	\$71,813.13
WALSH DOOR & HARDWARE	MAINTENANCE SUPPLIES	\$500.00
WENDLING QUARRIES	GROUNDS UPKEEP	\$125.41
WEST MUSIC CO	EQUIPMENT REPAIR	\$2,435.62
WEST MUSIC CO	INSTRUCTIONAL SUPPLIES	\$1,045.00
WEST MUSIC CO	ISL INSTRUMENTAL: INSTRUCTIONAL SUPPLIES	\$2,832.50
WINDSTAR LINES	TRANSP PRIVATE CONT	\$11,809.05

Fund Total: \$7,552,865.50

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Vendor Name	Description	Check Total
Fund: LOCAL OPT SALES TAX		
EASTERN IOWA EXCAVATING & CONCRETE	CONSTRUCTION SERV	\$290,246.76
HALL & HALL ENGINEERS INC	ARCHITECT	\$4,488.90
HAWKEYE ELECTRICAL CONTRACTORS	CONSTRUCTION SERV	\$65,962.18
OPN ARCHITECTS, INC.	ARCHITECT	\$136,935.50
ROTO-ROOTER	OTHER PROFESSIONAL SERVICES	\$2,907.50
Fund Total:		\$500,540.84
Fund: NUTRITION SERVICES		
ANDERSON ERICKSON DAIRY CO	PURCHASE FOOD	\$29,354.89
CITY LAUNDERING COMPANY	LAUNDRY SERVICE	\$9,390.24
DICKSON CLAIR	UNEARNED REVENUE	\$80.10
EMS DETERGENT SERVICES	GENERAL SUPPLIES	\$3,633.75
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$69,010.48
GREEN BECKY	GENERAL SUPPLIES	\$36.98
GREIF BREANNA	GENERAL SUPPLIES	\$45.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$1,264.36
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$5,406.20
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$1,264.36
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$5,406.20
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$3,052.27
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$11,294.80
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$16,951.24
KING KELLY	GENERAL SUPPLIES	\$45.00
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$177.50
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$186.74
MARTIN BROTHERS DISTRIBUTING CO., INC	PURCHASE FOOD	\$68,083.59
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$22,232.16
NIE KEVIN	UNEARNED REVENUE	\$13.15
PAN-O-GOLD BAKING CO	PURCHASE FOOD	\$4,224.58
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$1,627.96
VOYA RETIREMENT INSURANCE	EE LIAB-403 (B)	\$150.00
Fund Total:		\$252,931.55
Fund: PHY PLANT & EQ LEVY		
ACCESS SYSTEMS	COMPUTER/COPIER RENT	\$12,103.55
BOWKER MECHANICAL CONTRACTORS	CONSTRUCTION SERV	\$2,928.69
CAPITAL SANITARY	EQUIPMENT >\$5,000	\$1,877.79
CITY OF MARION	CONSTRUCTION SERV	\$100.00
CR GLASS CO	CONSTRUCTION SERV	\$3,812.43
CULVER'S CORRIDOR STORAGE, LLC	FACILITY RENTAL	\$1,187.50
DRYSPACE INC	CONSTRUCTION SERV	\$3,606.19
EMPOWERED PROPERTIES, LLC	FACILITY RENTAL	\$3,675.00
MIDWEST ALARM SERVICES	CONSTRUCTION SERV	\$362.00
OGDEN TURF & GRADING	CONSTRUCTION SERV	\$10,975.00
OPN ARCHITECTS, INC.	ARCHITECT	\$84,000.00
QUALITY AUTO REBUILDERS	VEHICLE REPAIR > \$2500	\$8,813.00

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RATHJE CONST	CONSTRUCTION SERV	\$12,112.63
ROTO-ROOTER	CONSTRUCTION SERV	\$836.25
RUSSO OUTDOOR POWER PLUS	BLDG. CONST SUPPLIES	\$82.89
SHIVE-HATTERY INC.	CONSTRUCTION SERV	\$13,637.10
TIME CLOCK PLUS	COMPUTER SOFTWARE	\$21,103.57
TYLER TECHNOLOGIES INC	COMPUTER SOFTWARE	\$22,257.00
TYLER TECHNOLOGIES INC	DATA PROCESSING AND	\$1,430.00
VHF SALES, INC	BLDG. CONST SUPPLIES	\$1,240.00
WALSH DOOR & HARDWARE	CONSTRUCTION SERV	\$7,695.00

Fund Total: \$213,835.59

Fund: PUB ED & REC LEVY

FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$2,299.74
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$42.80
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$183.00
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$42.80
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$183.00
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$149.44
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$192.45
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$288.83
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$2.50
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$5.81
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$364.41
MIRACLE RECEATION EQUIPMENT	GROUNDS UPKEEP	\$1,650.40
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$84.28

Fund Total: \$5,489.46

Fund: SALES TAX REVENUE BOND CAP PROJECT

EIDE BAILLY LLP	OTHER PROFESSIONAL SERVICES	\$6,632.00
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Fund Total: \$6,632.00

Fund: STUDENT ACTIVITY

AMY WHITE PHOTOGRAPHY	GENERAL SUPPLIES	\$550.00
ANDERSON JACOB	DUES AND FEES	\$150.00
B & H PHOTO	GENERAL SUPPLIES	\$4,771.45
BEACON ATHLETICS	GENERAL SUPPLIES	\$2,017.22
BOOSTER CLUB	GENERAL SUPPLIES	\$302.40
BROWN DEER GOLF CLUB	DUES AND FEES	\$30.00
BSN SPORTS	GENERAL SUPPLIES	\$7,151.15
CAHALAN TOM	OFFICIAL/JUDGE	\$161.00
CARR BRAXTON	PROF SERV: EDUCATION	\$6,000.00
CEDAR FALLS HIGH SCHOOL	DUES AND FEES	\$100.00
CITY LAUNDERING COMPANY	GENERAL SUPPLIES	\$494.75
CONDON MICHAEL J	OFFICIAL/JUDGE	\$480.00
COPYWORKS	GENERAL SUPPLIES	\$18.81
DAYTON CHARLES	OFFICIAL/JUDGE	\$120.00
DAYTON JOYCE	OFFICIAL/JUDGE	\$360.00

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DRIVEN COFFEE	GENERAL SUPPLIES	\$5,929.50
ECIVOA	DUES AND FEES	\$217.50
ELITE SPORTS	GENERAL SUPPLIES	\$413.50
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$7,400.24
FESTIVAL FUN PARKS LLC DBA ADVENTURELAND	DUES AND FEES	\$5,641.29
GENERATION X PRODUCTIONS INC	DUES AND FEES	\$800.00
GOTTO JAMES	DUES AND FEES	\$800.00
GRANT WOOD AEA	GENERAL SUPPLIES	\$201.34
HUNTERS RIDGE GOLF COURSE	DUES AND FEES	\$3,010.00
HUNTERS RIDGE GOLF COURSE	GENERAL SUPPLIES	\$340.86
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$208.47
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$891.34
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$208.47
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$891.34
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$769.04
IOWA FBLA-9388	DUES AND FEES	\$2,570.00
IOWA FBLA-9388	GENERAL SUPPLIES	\$131.00
IOWA FBLA-9388	STAFF TRAVEL	\$5,945.01
IOWA FFA ASSOCIATION	DUES AND FEES	\$275.00
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$596.00
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$894.49
LANGUAGE TESTING INTERNATIONAL, INC	GENERAL SUPPLIES	\$1,028.00
LING ALAN	OFFICIAL/JUDGE	\$275.00
LINN COUNTY SHERIFF	PROF SERV: EDUCATION	\$780.00
MENARDS -13127	GENERAL SUPPLIES	\$59.99
MH ADVERTISING SPECIALTIES	GENERAL SUPPLIES	\$63.50
NATIONAL FFA ORGANIZATION	GENERAL SUPPLIES	\$298.48
NOTEWORTHY MUSIC SERVICES, INC	PROF SERV: EDUCATION	\$345.00
PAUL REVERE'S PIZZA	GENERAL SUPPLIES	\$301.00
PRAIRIE HIGH SCHOOL	DUES AND FEES	\$300.00
RAPIDS REPRODUCTIONS INC	GENERAL SUPPLIES	\$2,750.00
ROBSON ALEXIS	PROF SERV: EDUCATION	\$10,000.00
ROCK VALLEY PHYSICAL THERAPY CENTER	DUES AND FEES	\$490.00
SAVILLE SCOTT	OFFICIAL/JUDGE	\$90.00
SHANNON WRESTLING & TIMING, LLC	DUES AND FEES	\$1,058.00
SOUHRADA APRIL	OTHER ACT INCOME	\$10.00
STERLING ATHLETICS	GENERAL SUPPLIES	\$4,054.50
THROWS PRO	GENERAL SUPPLIES	\$998.00
THUNDER HILLS COUNTRY CLUB INC.	DUES AND FEES	\$15.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$350.09
WARTBURG COLLEGE	DUES AND FEES	\$500.00
WEST MUSIC CO	GENERAL SUPPLIES	\$166.00
WIEBEL GLEN	OFFICIAL/JUDGE	\$125.00
WILDWOOD LODGE	STAFF TRAVEL	\$3,785.60

Fund Total: \$88,684.33

Linn-Mar Community School District

IA- Warrants Paid Listing

Criteria

Date Range: 05/07/2026 - 06/03/2026

Fiscal Year: 2025-2026

Vendor Name	Description	Check Total
Fund: STUDENT STORE		
THE COLLEGE HOUSE	GENERAL SUPPLIES	\$761.29

Fund Total: \$761.29

Grand Total: \$8,678,506.62

End of Report



Creating a Talent-Based Culture Strengths Discovery

Nathan Wear, Associate Superintendent
Katie Lowe Lancaster, Board President

June 2026



Creating a Talent-Based Culture

At Linn-Mar Community School District, by investing in the development of your leadership team, you are setting the stage for a strong foundation. A foundation that thoughtfully aligns your people strategy to support the evolving needs of students and their families, staff, and the broader community. As the district continues to grow, it is important to intentionally foster an engaged, talent-aligned culture while also developing leaders within the organization. Linn-Mar is proactively seeking to invest in the development of their leaders. Doing so through a strengths-based approach can further enhance engagement, trust, collaboration, and ultimately, overall effectiveness.

With your vision of appreciating and utilizing the talent in your organization, you must make it easy and applicable for all individuals to understand their strengths and to apply this self-awareness towards their role. The CliftonStrengths assessment provides depth and allows for expanded awareness by:

- Creating language as an organization to understand and appreciate everyone as an individual.
- Providing development for individuals to grow exponentially in their awareness of self.
- Removing barriers of judgement and creating understanding.
- Helping teams learn how to best partner together, communicate effectively and enhance productivity.
- Visually representing patterns and themes of roles to understand best practices and potential selection discoveries.
- Understanding and aligning an individual's' fit to a role or their fit for a future opportunity when considering a promotion or filling roles for business needs.

Below is the design of our Strengths Discovery work.

Strengths Discovery Session

Strengths Discovery sessions will be used to introduce and implement strengths learning and application into their teams.

Audience: Executive Cabinet

Pre-Session:

- Prior to the session, each individual will complete StrengthsFinder assessment.
- Hold a pre-call with leadership to align expectations and approach, as well as discuss team dynamics.

Goals of the Sessions:

- Introduction to strengths philosophy
- Create an understanding of talent, skills, knowledge, and strengths
- Provide an introduction and overview of the 34 themes and talent dimensions
- Engage in interactive activities to help individuals gain a deeper awareness of their strengths
- Share understanding of effective partnerships
- Create team awareness through the sharing of our team strengths

Session Duration: A one-day session to give deeper understanding for themselves as leaders and understand more about the organizational impact.

Post-Session Dialogue: A call with leadership to discuss observations from team sessions and any key takeaways.



One-to-One Strengths Feedback

For individuals to have a deeper experience and to make the session even more productive, it's recommended for each leader to receive a more in-depth understanding of their strengths and to have a one-to-one dialogue with our coaches. This ignites them into action and helps them manage their non-talents.

We recommend holding these feedback sessions *prior* to their Strengths Discovery Session as it will help them apply the learning in the classroom in a greater way.

Audience: Each Member of the Executive Cabinet

Pre-work: Each individual will complete StrengthsFinder and review their report

Goals of the coaching session:

- Understand the individual and their role
- Introduction to the strengths philosophy
- Understanding their profile
- Introduction to their top 10 strengths
- Understanding how best to manage their bottom strengths and their gaps
- Dig deeper into the application of strengths to their work

Session Duration: 50-minute 1:1 session online or in-person

Sustainability

We approach our work as a partnership, supporting Linn-Mar Community School District as you continue to evolve in the ever-changing educational landscape. Our objective is to ensure leaders and teams have the support needed to sustain a culture where performance and purpose work together effectively. While our experience is cross-functional and spans a variety of industries, we have leveraged this work within educational settings, helping organizations navigate growth, leadership development, team alignment, and talent strategy in ways that support operational excellence and culture.

Building and sustaining a talent-based organization requires intentional efforts that reinforce how people are selected, developed, supported, and engaged. This includes aligning individuals to roles, strengthening collaborative partnerships across teams, and ensuring hiring decisions to reinforce the district's values and priorities. Embedding these principles into performance management, leadership development, role clarity, and growth pathways creates clarity while reinforcing how engagement and accountability show up in everyday work. When people strategy is intentionally connected with organizational strategy, organizations create the foundation for strong performance and long-term organizational health and sustainability.



Creating a Talent-Based Culture

	\$	Qty	Investment
<u>Strengths Discovery Sessions</u>			\$3,500
Pre-Call for Planning Materials Preparation			
One full-day in-person sessions			
Post-Call Discussion on Next Steps			
<u>StrengthsFinder Assessment + Feedback*</u>			
StrengthsFinder Assessment	\$85	6	\$510
50-minute 1:1 feedback session held on Teams	\$350	6	\$2,100
*These prices are not included but may be requested.			
TOTAL INVESTMENT			\$6,110

NOTES: The work outlined above is an estimate of the type of services based on our discussion. Final investment will be based on the final scope of work agreed upon. Additional consulting is charged on an hourly basis as referenced below.



Creating a Talent-Based Culture

Invoices will be billed upon acceptance of the items requested in the above outline and is due before the engagement. Any unpaid invoice over 30 days will be charged a 5% fee monthly based on the outstanding amount. Additional program consulting is priced out accordingly based on the scope of the work. Additional consulting investment for Lori Stohs is \$350 per hour. Michelle Witters and Katie D'Agostino are \$300 per hour. Project Management time, if needed, is billed at a rate of \$100 per hour. Travel expenses including air travel, lodging, meals, transportation, materials printing, production, and shipping will be billed back and due upon receipt. Travel time is billed at 50% hourly rate.

Lori Stohs Consulting provides expert consulting services to clients using sound and generally accepted human resource methods and practices. The consultation and information provided by Lori Stohs is not to be construed as legal advice. The determination of the need for legal services is the choice of the client. Clients are encouraged to seek legal opinion in all matters involving potential legal exposure. Lori Stohs Consulting is not responsible for any legal liability for consultative advice provide.

Mutual Confidentiality and Non-Disclosure: By signing below, all parties understand and agree that all information shared during these sessions and beyond, regardless of medium (i.e., oral, electronic or written form), shall be considered confidential. Both parties agree that all information is to be considered confidential, proprietary and of the highest value and should not be used by either party in a competitive manner or in a manner otherwise detrimental or adverse to the opposite party. This confidentiality extends to employees, family, etc. of both parties involved.

Lori Stohs Consulting includes our clients' names in our company marketing brochures and on our website and include you and your company in our weekly informational email subscription. If you would like your company name excluded from said material, please indicate with your signature here:

The terms and conditions set out above are agreed to and accepted on _____.

By: _____ Title: Board President
Katie Lowe Lancaster, Linn-Mar Community School District

By: _____ Title: Owner
Lori Stohs, Lori Stohs Consulting Group



Our Team

Lori Stohs

STRATEGIST • CONSULTANT • FACILITATOR • AUTHOR • COACH

Strengths: Maximizer, Strategic, Communication, Individualization, Relator



Lori's driving desire is to help organizations maximize their effectiveness through their most valuable asset, their human capital. Her years of business coaching with companies globally have helped move leaders and organizations to a higher level of performance making a positive impact on the world. Lori specializes in Strategic Planning, Leadership Transition, Organizational Redesign, Performance Management, Selection and Development and Strengths-Based Development. Lori combines her years of experience with to develop a strategy tailored to each client's needs.

Lori Stohs is a builder—of people, of organizations, and of community. Lori's desire is to help others see that the most

valuable asset we possess is human capital in the form of companies, team members, friends and family and the people in our communities. She does this through her work as a Human Capital Consultant, working with companies of all industries and sizes.

A builder of teams and companies, Lori passionately strives to put the most effective people together to accomplish strategies and goals. Having been on the inside of many different workplaces and in working with thousands of people, Lori sees various patterns of behavior within an organization and integrates all components of a business together to come up solutions that benefit individuals, teams, and organizations. Within these organizations, Lori is a builder of individuals, Lori has spent countless hours coaching clients who seek insights into their strengths and how they best show up living their truth.

Lori also serves as a builder of companies. In addition to founding her own company in 2009, Lori helped to create and acted as Chief People Officer at Think Whole Person Healthcare, a startup organization of 350 employees. She was Interim Chief People Officer at Vivage Senior Living and Global Chief Strategy & Inspiration Officer at Yogi Tea where she led a global Strategy, Human Resources and Corporate Communications. As a Principal at Gallup Consulting, a global research-based consultancy firm. In this role, she consulted with organizations worldwide to design and execute business solutions that enhanced organizational performance. Lori created and managed the development and delivery of leadership, management, and education programs for clients worldwide through the design and development of Gallup University.

Lori's mission doesn't end with her chosen profession. A builder of communities, Lori is a Founding Board Member for the Executives Without Borders, Founding Board Member and Facilitator for Leadership for Life, a faith-based leadership program. Lori strives to build not just her community, but also the future of it by supporting children through her commitments on the Ronald McDonald House Charity Board, Hope Center for Kids Board, and Camp Rivercrest Board. Lori is connected deeply with her family and faith, loves to travel and enjoys nature. Her word of the year is "feel", slowing down to deeply feel emotions, feel the beauty of our earth and feel love around.



Michelle Witters

HUMAN CAPITAL CONSULTANT

Strengths: Maximizer, Individualization, Empathy, Belief, Arranger



For over three decades, Michelle Witters has been instrumental in helping individuals, teams and organizations reach their ultimate potential. Michelle has spent her career passionately pursuing the development of people's strengths to maximize their personal, professional, and organizational impact. Combined with her Human Resources experience and success in leading teams, her advice, partnership, and strategic influence have helped companies, teams, and individuals excel. Whether she is coaching leaders to reach their potential, supporting managers to select and develop the best players on their teams, or consulting with organizations to make the best choices in all parts of their "people" strategies, Michelle drives excellence in all that she does.

Michelle has rejoined Lori Stohs Consulting after serving as the Director of Talent Development at Yogi Tea where she initially spearheaded Talent Acquisition and Development for the organization's professional staff, including the selection of senior leadership and executives. During her directorship, she successfully led strategic initiatives focused on global wellbeing, leadership development, and engagement, cultivating a thriving culture that empowered employees to excel both personally and professionally. Michelle's extensive experience and passion for fostering talent make her a valuable asset to the team at Lori Stohs Consulting.

She had also boomeranged back to LSC after working as the Director of Human Resources for one of LSC clients, Think Whole Person Healthcare. She spent almost five years developing and implementing core HR practices, as well as recruiting, selecting, and developing talented healthcare professionals. She also led change management through employee engagement integration.

Prior to LSC and Think, Michelle comes from a strong background as a Senior Consultant with The Gallup Organization. There, she was a top performer as an organizational performance consultant, and her impact has been felt and endures inside the world's best companies and with their most talented employees.

Living with her family in Omaha, Michelle and her husband enjoy spending time supporting their two adult children in their various endeavors. Personally, she enjoys interior design, gardening and fitness. Michelle received her bachelor's degree in Advertising and master's degree in Human Resource Development from the University of Nebraska-Lincoln. Michelle Witters is a seasoned professional with a rich background in People Development and Human Resources, specializing in selection, strengths coaching, employee engagement, and leadership development. With a career spanning nearly three decades, she has honed her skills and expertise to create environments where individuals, teams, and organizations can thrive.



Katie D'Agostino

STRATEGIC BUSINESS CONSULTANT

Strengths: Strategic, Learner, Arranger, Individualization, Belief



With nearly two decades of experience spanning finance and operations across diverse sectors, Katie D'Agostino has solidified her reputation as a versatile professional adept at navigating complex operational challenges. While her expertise primarily resides in accounting and finance, she thrives on big-picture thinking, harnessing talent and aligning individuals with actionable strategies to yield results.

Katie's career is marked by a proven track record of directing enterprise-level strategic initiatives that position organizations for operational efficiencies. In her previous roles Katie led numerous strategic and large-scale operational projects, ensuring alignment with organization needs and objectives throughout the process. With strong organizational awareness, leveraging her industry-agnostic background to individualize approaches to projects within different companies or sectors is what fuels her work.

Katie enjoys the challenges of working with a diverse group of stakeholders and navigating the downstream impacts to people and various roles. Her emphasis on people and crossing the finish line as a team drives her commitment and passion for our work with our partners.

In previous roles, Katie has led accounting teams, managed all phases of the M&A process, led the process for evaluating and ultimately converting retirement plan providers, and was part of the leadership and execution team on a large-scale accounting system conversion. Katie's ability to blend data-driven approaches with a keen understanding of people has enabled her to build and empower diverse teams and engage stakeholders. She derives immense satisfaction from pulling all the pieces together to implement system and operational changes to drive efficiency and mitigate risks.

Beyond the boardroom, Katie enjoys coaching her kids' sports teams, early-morning coffees, and Peloton rides wherever they fit. As a newly initiated show choir parent, she's learning the ropes and embarking on an entirely new world. Katie's word of the year for 2026 is "cultivate": her commitment to creating the conditions where people, ideas, and partnerships can take root and thrive. It reflects her belief that meaningful impact grows through consistent care, connection, and fostering environments with sustainable success in mind.



Our Passion, Mission, Vision and Values

Our Passion

Our organizations are nothing without its people. That's because without people carrying out an organization's mission, the organization itself is nothing more than an idea.

With people being your most important asset, it's curious why so many organizations don't take the time to raise their human capital consciousness. That is, their realization that their people are their most important asset—and the largest investment they'll make. We wanted to share our message with others by creating the book, *Get Your Mind on Your People, Becoming the Organization Everyone Wants to Work For*.

In our writing, we help companies see the impact of how the decisions we make in our culture can make an impact to people, one by one. Our passion is not just messaging but action. Action that makes a difference in company culture and more importantly to each person we touch. We believe all matter. But by getting your mind on your people—by tuning into their engagement and making key adjustments to help them operate vibrantly and at full capacity—you can transform your organization from good to world class. Engaged employees give their best, customers love to do business with you, and the organization thrives. Most importantly when employees are engaged, they have engaged lives in creating healthy, happy homes which lead to thriving communities.

Vision, Mission, and Values

VISION: To create meaningful change for organizations and individuals by helping them reach beyond their potential to increase performance, improve engagement, drive continued growth, and develop individuals with holistic health and wellbeing. With this positive and meaningful impact, we help make people confident in who they are, where they are best a fit and decrease social issues that exist in our world today.

MISSION: Our mission is to be a key partner to organizations by helping them to utilize their human capital to create meaningful change for organizations and individuals every day.

VALUES: Our business operates on these key values:
Strong connections, relationships and partnerships are the key to our success.

We operate with:

- Integrity and Trust
- Excellence and Professionalism
- Service and Responsibility
- Openness and Acceptance



Our Clients





Administrator Mentoring Program

Complete this form if you are using the SAI program to meet chapter 284A requirements

AGREEMENT between

The Linn-Mar Community School District (the District)

and

School Administrators of Iowa (SAI)

The District provides beginning administrators with a mentoring and induction program in accordance with § chapter 284A.5 through a collaborative arrangement with SAI. SAI provides one year of programming to support the Iowa standards for school administrators adopted pursuant to 281 Iowa Administrative Code 83.10 (284A), and to support beginning administrators' professional and personal needs. The program is structured to provide support, professional development, and access to a variety of informational resources critical to a beginning administrator's success as a leader of student achievement. Program components are described in the Program Overview on SAI's website.

The District agrees to

1. provide any beginning administrator in their district with program registration information and request that they enroll as soon as possible.
2. pay \$600 to SAI per new administrator participating in the mentoring program;
3. require the full participation of the mentee;
4. inform SAI of any problems with such participation; and
5. provide mileage expenses for mentee's attendance at the statewide meetings

SAI agrees to

1. assign a mentor;
2. develop and facilitate programming that supports the mentor-mentee relationship;
3. provide direct supports to the mentee as requested; and
4. comply with all the program requirements as stipulated in § chapter 284A.5.

District Authorized Signature* _____

Date: _____

Katie Lowe Lancaster, Board President

SAI Authorized Signature: _____

Date: May 1, 2026

Send one signed copy to SAI via email - aswanson@sai-iowa.org or mail -12199 Stratford Dr., Clive, IA 50325. District business manager should also maintain a copy. *By typing a name in this field, you indicate that you are an authorized representative of this district with the power to sign and deliver this agreement.



**AGREEMENT TO PARTICIPATE IN SUBCENTRAL PROGRAM
BETWEEN
GRANT WOOD AREA EDUCATION AGENCY
AND
LINN MAR COMMUNITY SCHOOL DISTRICT
(July 1, 2026 through June 30, 2027)**

This Agreement is between the District and Grant Wood Area Education Agency ("GWAEA").

The purpose of this Agreement is for District to participate in GWAEA's SubCentral system by which GWAEA assists school districts in obtaining substitutes for the District to hire. Services under this Agreement shall begin on July 1, 2026 through June 30, 2027.

GWAEA agrees to provide the following services:

1. Select, hire, train and supervise GWAEA employee(s) to provide SubCentral services to the District under this Agreement.
2. Assume all employment obligations pursuant to administering and supervising the GWAEA employee(s) who performs the SubCentral services called for under this Agreement.
3. Provide office space, email, voicemail, internet access and other necessary support services for GWAEA employee(s) responsible for the SubCentral program during the term of this Agreement.

STATUS OF GWAEA EMPLOYEES

The parties further agree:

1. The GWAEA employee(s) administering the SubCentral program at all times are subject to GWAEA's collective bargaining agreements, if applicable, operating procedures and policies. The parties agree that District is not an employer of the GWAEA employee(s) who administers the SubCentral system.
2. The GWAEA employee(s) will report to the designated GWAEA management staff member. The District may provide input to GWAEA's management staff member regarding the performance of the GWAEA employee(s) providing SubCentral services. All discipline and/or termination of employment decisions shall be made exclusively by GWAEA.
3. District agrees that any substitutes hired by the District with the help of the SubCentral program are strictly and only employees of the District and have absolutely no employer/employee relationship with GWAEA. GWAEA



makes no representation that any particular substitute is competent or provides any recommendation for District's hiring decisions.

TERMS

I. Iowa Code § 279.69 Obligations

1. Iowa Code § 279.69 provides that prior to hiring a school employee, the District "shall have access to and shall review the information in the Iowa court information system available to the general public, the sex offender registry information under § 692A.121 available to the general public, the central registry for child abuse information established under § 235A.14, and the central registry for dependent adult abuse information established under § 235B.5 for information regarding the applicant."
2. In order to assist District in meeting this statutory obligation, GWAEA agrees to do the following:
 - (a) Provide District electronic access to: (1) criminal history information, sex offender registry information and child and dependent adult abuse registry information through its account under Iowa Code § 692.2 with Iowa's "single contract repository" ("SING"); and (2) professional licensure information available to the general public.
 - (b) GWAEA will provide an applicant with the waiver required by SING under by Iowa Code § 692.2(1)(b)(3) for the criminal history data that does not contain any disposition dates after eighteen months after arrest.
 - (c) GWAEA will provide the District information from Iowa Courts Online related to the applicant.
 - (d) GWAEA will obtain such information once during July or August of each year prior to the start of the regular school year (or any other month when the applicant first applies to participate in SubCentral). Each District will decide whether it is obligated to or wishes to update the information prior to the District making its hiring decision.
3. The ultimate responsibility under Iowa Code § 279.69 for the District to "have access to" and "review" the information provided by GWAEA is solely on the District.

II. Compliance with SING

1. As set forth above, GWAEA will obtain information from SING. As part of the SING criminal history check, GWAEA will obtain a waiver from the subject of the check.



2. The District agrees that any access to the information obtained from SING is only for official purposes. District delegates to GWAEA its right to obtain such information on behalf of the District or its superintendent as allowed by Iowa Code § 235A.15(2)(e)(16) and Iowa Code § 235B.6(2)(e)(8).
3. When a District accesses such information, it will alert GWAEA that it has received the information, the date it received it, the purpose for receiving it and GWAEA will forward a written record to the Central Abuse Registry within thirty (30) days of such re-dissemination. Iowa Code § 235A.17 and 235B.8.

III. Use of Criminal History Background Checks

1. To the extent District uses any criminal arrest or conviction information provided by GWAEA, District acknowledges that it has reviewed EEOC Enforcement Guidance No. 915-002 (4/25/12) regarding the appropriate use of such information in District's hiring decisions.

IV. Fair Credit Reporting Act Obligations

1. Information obtained by GWAEA may constitute a consumer report as defined by 15 U.S.C. § 1681a(d)(1)(B). The parties agree that GWAEA is not obtaining investigative consumer reports. 15 U.S.C. § 1691a(e).
2. District certifies it is receiving information to be used only for employment purposes. District has reviewed and agrees to comply with its obligations under the Fair Credit Reporting Act to provide all required notices and will comply with its terms. Any information District obtains will not be used in violation of any federal or state equal opportunity law or regulation. District certifies that it will provide notice required by Fair Credit Reporting Act including, but not limited to, the following:
 - (a) If District uses a consumer report for employment purposes, before taking any adverse action against the applicant, it will provide the pre-adverse action notification required by federal law (including a copy of the report and a summary of the applicant's rights). 15 U.S.C. § 1681b(b)(3)(A).
 - (b) If District actually takes adverse action, including failure to hire the applicant, District will provide the post-adverse action notification (including a copy of the report and a summary of the applicant's rights). 15 U.S.C. § 1681m(a).
3. As part of the online application process, GWAEA will provide the applicant, solely in a single form, the disclosure that school districts participating in SubCentral may obtain a consumer report for



employment purposes and authorization from the applicant to obtain such a report (Attachment A).

4. GWAEA provides the District the attached "Summary of Your Rights Under the Fair Credit Reporting Act" (Attachment B) and the "Notice to Users of Consumer Reports: Obligations of Users Under FCRA" (Attachment C).

V. Indemnification

1. District agrees to defend, indemnify and hold GWAEA harmless from any claims, administrative claims, lawsuits or other actions taken against GWAEA by any applicant hired by District.

VI. Compensation

1. The District agrees to pay GWAEA an annual fee of \$ 32,716.20. This amount is determined by prorating the cost of SubCentral among each participating school district (based on the number of regular District employees enrolled in the system whose absences are covered by SubCentral).
2. GWAEA will bill this fee in September 2026.
3. Reimburse GWAEA for the billed services within thirty (30) days of receipt of the invoice.

GRANT WOOD AREA EDUCATION
AGENCY

LINN MAR COMMUNITY SCHOOL
DISTRICT

By: Randy Bauer

By: _____

Randy Bauer
Title: Board President

Title: Board President

Date: 5/14/26

Date: _____



Final FY27 SubCentral Budget

Item	FY26	FY27	District	SubCentral Profiles	Total Percent	Billing Amount
Software - Frontline	\$88,810	\$96,670	Cedar Rapids	1,850	40.884%	\$75,656.21
Software - Vista	\$10,280	\$10,280	Linn Mar	800	17.680%	\$32,716.20
Salary/Benefits	\$61,602	\$62,801	College	679	15.006%	\$27,767.87
Background Checks	\$8,000	\$10,000	Marion	191	4.221%	\$7,810.99
Internet/Phone/Admin	\$2,500	\$2,500	Xavier Catholic	217	4.796%	\$8,874.27
Travel	\$0	\$0	Center Point-Urbana	114	2.519%	\$4,662.06
Equipment	\$2,000	\$2,000	Mount Vernon	115	2.541%	\$4,702.95
Office Supplies	\$500	\$500	Anamosa	101	2.232%	\$4,130.42
Print Shop	\$300	\$300	Monticello	83	1.834%	\$3,394.31
Postage	\$0	\$0	Alburnett	89	1.967%	\$3,639.68
Prior Year Shortfall	\$0	\$0	Springville	80	1.768%	\$3,271.62
<i>Estimated total</i>	\$173,992	\$185,051	Central City	43	0.950%	\$1,758.50
Implementation fees	\$9,000	\$0	GWAEA	19	0.420%	\$777.01
	\$182,992	\$185,051	Summit	14	0.309%	\$572.53
			Lisbon	61	1.348%	\$2,494.61
			Iowa City Regina Catholic	69	1.525%	\$2,821.77
			Totals	4,525	100%	\$185,051.00

Hourly rate for teacher substitutes for 2026 - 2027 school year: \$ 19.00 per hour.

We all agree that any incentive pay above the \$ 19.00 / hr pay that is non-consecutive will be increased no sooner than day 10. Incentive pay is at the District's discretion not to exceed base pay for new teachers.



DISCLOSURE UNDER FAIR CREDIT REPORTING ACT
Consumer Report

School districts participating in SubCentral wish to obtain a Consumer Report concerning you from Grant Wood AEA, or any other consumer reporting agency. The Consumer Report may include information about you from any or all of the following: criminal records, records of civil lawsuits, sex offender registry, child and dependent adult abuse registry, and other public records. The Consumer Report, which may be obtained now and in the future in the event you become an employee of a school district, will be used for employment purposes only.

Please sign below, indicating your authorization for any of the school districts participating in SubCentral to obtain a Consumer Report concerning you.

AUTHORIZATION

I, [your name here] _____, hereby authorize the districts participating in SubCentral to obtain a Consumer Report concerning me, now and throughout the term of my employment if I become an employee, from a consumer reporting agency for employment purposes.

Electronic Signature: _____

Date: _____

A



Para información en español, visite www.consumerfinance.gov/learnmore o escriba a la Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. **For more information, including information about additional rights, go to www.consumerfinance.gov/learnmore or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.**

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - a person has taken adverse action against you because of information in your credit report;
 - you are the victim of identity theft and place a fraud alert in your file;
 - your file contains inaccurate information as a result of fraud;
 - you are on public assistance;
 - you are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.





- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete, or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need -- usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.consumerfinance.gov/learnmore.
- **You may limit "prescreened" offers of credit and insurance you get based on information in your credit report.** Unsolicited "prescreened" offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).
- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.consumerfinance.gov/learnmore.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:

TYPE OF BUSINESS:	CONTACT:
1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates	a. Consumer Financial Protection Bureau 1700 G Street, N.W. Washington, DC 20552
b. Such affiliates that are not banks, savings associations, or credit unions also should list,	b. Federal Trade Commission: Consumer Response Center – FCRA



in addition to the CFPB:	Washington, DC 20580 (877) 382-4357
2. To the extent not included in item 1 above:	
a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks	a. Office of the Comptroller of the Currency Customer Assistance Group 1301 McKinney Street, Suite 3450 Houston, TX 77010-9050
b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and Insured State Branches of Foreign Banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act	b. Federal Reserve Consumer Help Center P.O. Box. 1200 Minneapolis, MN 55480
c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations	c. FDIC Consumer Response Center 1100 Walnut Street, Box #11 Kansas City, MO 64106
d. Federal Credit Unions	d. National Credit Union Administration Office of Consumer Protection (OCP) Division of Consumer Compliance and Outreach (DCCO) 1775 Duke Street Alexandria, VA 22314
3. Air carriers	Asst. General Counsel for Aviation Enforcement & Proceedings Aviation Consumer Protection Division Department of Transportation 1200 New Jersey Avenue, S.E. Washington, DC 20590
4. Creditors Subject to the Surface Transportation Board	Office of Proceedings, Surface Transportation Board Department of Transportation 395 E Street, S.W. Washington, DC 20423
5. Creditors Subject to the Packers and Stockyards Act, 1921	Nearest Packers and Stockyards Administration area supervisor
6. Small Business Investment Companies	Associate Deputy Administrator for Capital Access United States Small Business Administration 409 Third Street, S.W., 8 th Floor Washington, DC 20416
7. Brokers and Dealers	Securities and Exchange Commission 100 F Street, N.E.



	Washington, DC 20549
8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations	Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090
9. Retailers, Finance Companies, and All Other Creditors Not Listed Above	FTC Regional Office for region in which the creditor operates or Federal Trade Commission: Consumer Response Center – FCRA Washington, DC 20580 (877) 382-4357

SIXTH STREET FACILITY

4401 Sixth Street SW
Cedar Rapids, IA 52404
800-332-8488 • Fax: 319-399-6457

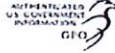
33RD AVENUE FACILITY

1120 33rd Avenue SW
Cedar Rapids, IA 52404
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CORALVILLE FACILITY

2301 Oakdale Boulevard
Coralville, IA 52241
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To ensure success for all learners.
www.gwaea.org



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12 CFR Ch. X (1-1-16 Edition)

The CFPB's website, www.consumerfinance.gov/learnmore, has more information about the FCRA, including publications for businesses and the full text of the FCRA.

Citations for FCRA sections in the U.S. Code, 15 U.S.C. § 1681 et seq.:

Section 602	15 U.S.C. 1681	Section 615	15 U.S.C. 1681m
Section 603	15 U.S.C. 1681a	Section 616	15 U.S.C. 1681n
Section 604	15 U.S.C. 1681b	Section 617	15 U.S.C. 1681o
Section 605	15 U.S.C. 1681c	Section 618	15 U.S.C. 1681p
Section 605A	15 U.S.C. 1681cA	Section 619	15 U.S.C. 1681q
Section 605B	15 U.S.C. 1681cB	Section 620	15 U.S.C. 1681r
Section 606	15 U.S.C. 1681d	Section 621	15 U.S.C. 1681s
Section 607	15 U.S.C. 1681e	Section 622	15 U.S.C. 1681s-1
Section 608	15 U.S.C. 1681f	Section 623	15 U.S.C. 1681s-2
Section 609	15 U.S.C. 1681g	Section 624	15 U.S.C. 1681t
Section 610	15 U.S.C. 1681h	Section 625	15 U.S.C. 1681u
Section 611	15 U.S.C. 1681i	Section 626	15 U.S.C. 1681v
Section 612	15 U.S.C. 1681j	Section 627	15 U.S.C. 1681w
Section 613	15 U.S.C. 1681k	Section 628	15 U.S.C. 1681x
Section 614	15 U.S.C. 1681l	Section 629	15 U.S.C. 1681y

[77 FR 67160, Nov. 14, 2012]

APPENDIX N TO PART 1022—NOTICE OF
 USER RESPONSIBILITIES

The prescribed form for this disclosure is a separate document that is substantially

similar to the Bureau's notice with all information clearly and prominently displayed. Consumer reporting agencies may limit the disclosure to only those items that they know are relevant to the user that will receive the notice.





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All users of consumer reports must comply with all applicable regulations. Information about applicable regulations currently in effect can be found at the Consumer Financial Protection Bureau's website, www.consumerfinance.gov/learnmore.

**NOTICE TO USERS OF CONSUMER REPORTS:
OBLIGATIONS OF USERS UNDER THE FCRA**

The Fair Credit Reporting Act (FCRA), 15 U.S.C. 1681-1681y, requires that this notice be provided to inform users of consumer reports of their legal obligations. State law may impose additional requirements. The text of the FCRA is set forth in full at the Consumer Financial Protection Bureau's (CFPB) website at www.consumerfinance.gov/learnmore. At the end of this document is a list of United States Code citations for the FCRA. Other information about user duties is also available at the CFPB's website. Users must consult the relevant provisions of the FCRA for details about their obligations under the FCRA.

The first section of this summary sets forth the responsibilities imposed by the FCRA on all users of consumer reports. The subsequent sections discuss the duties of users of reports that contain specific types of information, or that are used for certain purposes, and the legal consequences of violations. If you are a furnisher of information to a consumer reporting agency (CRA), you have additional obligations and will receive a separate notice from the CRA describing your duties as a furnisher.

I. OBLIGATIONS OF ALL USERS OF CONSUMER REPORTS

A. Users Must Have a Permissible Purpose

Congress has limited the use of consumer reports to protect consumers' privacy. All users must have a permissible purpose under the FCRA to obtain a consumer report. Section 604 contains a list of the permissible purposes under the law. These are:

- As ordered by a court or a federal grand jury subpoena. [Section 604\(a\)\(1\)](#)
- As instructed by the consumer in writing. [Section 604\(a\)\(2\)](#)
- For the extension of credit as a result of an application from a consumer, or the review or collection of a consumer's account. [Section 604\(a\)\(3\)\(A\)](#)
- For employment purposes, including hiring and promotion decisions, where the consumer has given written permission. [Sections 604\(a\)\(3\)\(B\) and 604\(b\)](#)



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- For the underwriting of insurance as a result of an application from a consumer. Section 604(a)(3)(C)
- When there is a legitimate business need, in connection with a business transaction that is initiated by the consumer. Section 604(a)(3)(F)(i)
- To review a consumer's account to determine whether the consumer continues to meet the terms of the account. Section 604(a)(3)(F)(ii)
- To determine a consumer's eligibility for a license or other benefit granted by a governmental instrumentality required by law to consider an applicant's financial responsibility or status. Section 604(a)(3)(D)
- For use by a potential investor or servicer, or current insurer, in a valuation or assessment of the credit or prepayment risks associated with an existing credit obligation. Section 604(a)(3)(E)
- For use by state and local officials in connection with the determination of child support payments, or modifications and enforcement thereof. Sections 604(a)(4) and 604(a)(5)

In addition, creditors and insurers may obtain certain consumer report information for the purpose of making "prescreened" unsolicited offers of credit or insurance. Section 604(e). The particular obligations of users of "prescreened" information are described in Section VII below.

B. Users Must Provide Certifications

Section 604(f) prohibits any person from obtaining a consumer report from a consumer reporting agency (CRA) unless the person has certified to the CRA the permissible purpose(s) for which the report is being obtained and certifies that the report will not be used for any other purpose.

C. Users Must Notify Consumers When Adverse Actions Are Taken

The term "adverse action" is defined very broadly by Section 603. "Adverse actions" include all business, credit, and employment actions affecting consumers that can be considered to have a negative impact as defined by Section 603(k) of the FCRA – such as denying or canceling credit or insurance, or denying employment or promotion. No adverse action occurs in a credit transaction where the creditor makes a counteroffer that is accepted by the consumer.

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 Coralville, IA 52241
 800-854-0446 • Fax: 319-626-1101



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1. Adverse Actions Based on Information Obtained From a CRA

If a user takes any type of adverse action as defined by the FCRA that is based at least in part on information contained in a consumer report, Section 615(a) requires the user to notify the consumer. The notification may be done in writing, orally, or by electronic means. It must include the following:

- The name, address, and telephone number of the CRA (including a toll-free telephone number, if it is a nationwide CRA) that provided the report.
- A statement that the CRA did not make the adverse decision and is not able to explain why the decision was made.
- A statement setting forth the consumer's right to obtain a free disclosure of the consumer's file from the CRA if the consumer makes a request within 60 days.
- A statement setting forth the consumer's right to dispute directly with the CRA the accuracy or completeness of any information provided by the CRA.

2. Adverse Actions Based on Information Obtained From Third Parties Who Are Not Consumer Reporting Agencies

If a person denies (or increases the charge for) credit for personal, family, or household purposes based either wholly or partly upon information from a person other than a CRA, and the information is the type of consumer information covered by the FCRA, Section 615(b)(1) requires that the user clearly and accurately disclose to the consumer his or her right to be told the nature of the information that was relied upon if the consumer makes a written request within 60 days of notification. The user must provide the disclosure within a reasonable period of time following the consumer's written request.

3. Adverse Actions Based on Information Obtained From Affiliates

If a person takes an adverse action involving insurance, employment, or a credit transaction initiated by the consumer, based on information of the type covered by the FCRA, and this information was obtained from an entity affiliated with the user of the information by common ownership or control, Section 615(b)(2) requires the user to notify the consumer of the adverse action. The notice must inform the consumer that he or she may obtain a disclosure of the nature of the information relied upon by making a written request within 60 days of receiving the adverse action notice. If the consumer makes such a request, the user must disclose the nature of the information not later than 30 days after receiving the request. If consumer report information is shared among affiliates and then used for an adverse action, the user must make an adverse action disclosure as set forth in I.C.1 above.



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D. Users Have Obligations When Fraud and Active Duty Military Alerts are in Files

When a consumer has placed a fraud alert, including one relating to identity theft, or an active duty military alert with a nationwide consumer reporting agency as defined in Section 603(p) and resellers, Section 605A(h) imposes limitations on users of reports obtained from the consumer reporting agency in certain circumstances, including the establishment of a new credit plan and the issuance of additional credit cards. For initial fraud alerts and active duty alerts, the user must have reasonable policies and procedures in place to form a belief that the user knows the identity of the applicant or contact the consumer at a telephone number specified by the consumer; in the case of extended fraud alerts, the user must contact the consumer in accordance with the contact information provided in the consumer's alert.

E. Users Have Obligations When Notified of an Address Discrepancy

Section 605(h) requires nationwide CRAs, as defined in Section 603(p), to notify users that request reports when the address for a consumer provided by the user in requesting the report is substantially different from the addresses in the consumer's file. When this occurs, users must comply with regulations specifying the procedures to be followed. Federal regulations are available at www.consumerfinance.gov/learnmore.

F. Users Have Obligations When Disposing of Records

Section 628 requires that all users of consumer report information have in place procedures to properly dispose of records containing this information. Federal regulations have been issued that cover disposal.

II. CREDITORS MUST MAKE ADDITIONAL DISCLOSURES

If a person uses a consumer report in connection with an application for, or a grant, extension, or provision of, credit to a consumer on material terms that are materially less favorable than the most favorable terms available to a substantial proportion of consumers from or through that person, based in whole or in part on a consumer report, the person must provide a risk-based pricing notice to the consumer in accordance with regulations prescribed by the CFPB.

Section 609(g) requires a disclosure by all persons that make or arrange loans secured by residential real property (one to four units) and that use credit scores. These persons must



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provide credit scores and other information about credit scores to applicants, including the disclosure set forth in Section 609(g)(1)(D) ("Notice to the Home Loan Applicant").

III. OBLIGATIONS OF USERS WHEN CONSUMER REPORTS ARE OBTAINED FOR EMPLOYMENT PURPOSES

A. Employment Other Than in the Trucking Industry

If information from a CRA is used for employment purposes, the user has specific duties, which are set forth in Section 604(b) of the FCRA. The user must:

- Make a clear and conspicuous written disclosure to the consumer before the report is obtained, in a document that consists solely of the disclosure, that a consumer report may be obtained.
- Obtain from the consumer prior written authorization. Authorization to access reports during the term of employment may be obtained at the time of employment.
- Certify to the CRA that the above steps have been followed, that the information being obtained will not be used in violation of any federal or state equal opportunity law or regulation, and that, if any adverse action is to be taken based on the consumer report, a copy of the report and a summary of the consumer's rights will be provided to the consumer.
- Before taking an adverse action, the user must provide a copy of the report to the consumer as well as the summary of consumer's rights. (The user should receive this summary from the CRA.) A Section 615(a) adverse action notice should be sent after the adverse action is taken.

An adverse action notice also is required in employment situations if credit information (other than transactions and experience data) obtained from an affiliate is used to deny employment. Section 615(b)(2)

The procedures for investigative consumer reports and employee misconduct investigations are set forth below.

B. Employment in the Trucking Industry

Special rules apply for truck drivers where the only interaction between the consumer and the potential employer is by mail, telephone, or computer. In this case, the consumer may provide consent orally or electronically, and an adverse action may be made orally, in writing, or electronically. The consumer may obtain a copy of any report relied upon by the trucking



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company by contacting the company.

IV. OBLIGATIONS WHEN INVESTIGATIVE CONSUMER REPORTS ARE USED

Investigative consumer reports are a special type of consumer report in which information about a consumer's character, general reputation, personal characteristics, and mode of living is obtained through personal interviews by an entity or person that is a consumer reporting agency. Consumers who are the subjects of such reports are given special rights under the FCRA. If a user intends to obtain an investigative consumer report, Section 606 requires the following:

- The user must disclose to the consumer that an investigative consumer report may be obtained. This must be done in a written disclosure that is mailed, or otherwise delivered, to the consumer at some time before or not later than three days after the date on which the report was first requested. The disclosure must include a statement informing the consumer of his or her right to request additional disclosures of the nature and scope of the investigation as described below, and the summary of consumer rights required by Section 609 of the FCRA. (The summary of consumer rights will be provided by the CRA that conducts the investigation.)
- The user must certify to the CRA that the disclosures set forth above have been made and that the user will make the disclosure described below.
- Upon the written request of a consumer made within a reasonable period of time after the disclosures required above, the user must make a complete disclosure of the nature and scope of the investigation. This must be made in a written statement that is mailed, or otherwise delivered, to the consumer no later than five days after the date on which the request was received from the consumer or the report was first requested, whichever is later in time.

V. SPECIAL PROCEDURES FOR EMPLOYEE INVESTIGATIONS

Section 603(x) provides special procedures for investigations of suspected misconduct by an employee or for compliance with Federal, state or local laws and regulations or the rules of a self-regulatory organization, and compliance with written policies of the employer. These investigations are not treated as consumer reports so long as the employer or its agent complies with the procedures set forth in Section 603(x), and a summary describing the nature and scope of the inquiry is made to the employee if an adverse action is taken based on the investigation.

VI. OBLIGATIONS OF USERS OF MEDICAL INFORMATION

Section 604(g) limits the use of medical information obtained from consumer reporting agencies (other than payment information that appears in a coded form that does not identify the



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medical provider). If the information is to be used for an insurance transaction, the consumer must give consent to the user of the report or the information must be coded. If the report is to be used for employment purposes – or in connection with a credit transaction (except as provided in federal regulations) – the consumer must provide specific written consent and the medical information must be relevant. Any user who receives medical information shall not disclose the information to any other person (except where necessary to carry out the purpose for which the information was disclosed, or as permitted by statute, regulation, or order).

VII. OBLIGATIONS OF USERS OF “PRESCREENED” LISTS

The FCRA permits creditors and insurers to obtain limited consumer report information for use in connection with unsolicited offers of credit or insurance under certain circumstances. Sections 602(1), 604(e), 604(e), and 615(d). This practice is known as “prescreening” and typically involves obtaining from a CRA a list of consumers who meet certain preestablished criteria. If any person intends to use prescreened lists, that person must (1) before the offer is made, establish the criteria that will be relied upon to make the offer and to grant credit or insurance, and (2) maintain such criteria on file for a three-year period beginning on the date on which the offer is made to each consumer. In addition, any user must provide with each written solicitation a clear and conspicuous statement that:

- Information contained in a consumer’s CRA file was used in connection with the transaction.
- The consumer received the offer because he or she satisfied the criteria for credit worthiness or insurability used to screen for the offer.
- Credit or insurance may not be extended if, after the consumer responds, it is determined that the consumer does not meet the criteria used for screening or any applicable criteria bearing on credit worthiness or insurability, or the consumer does not furnish required collateral.
- The consumer may prohibit the use of information in his or her file in connection with future prescreened offers of credit or insurance by contacting the notification system established by the CRA that provided the report. The statement must include the address and toll-free telephone number of the appropriate notification system.

In addition, the CFPB has established the format, type size, and manner of the disclosure required by Section 615(d), with which users must comply. The relevant regulation is 12 CFR 1022.54.



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12 CFR Ch. X (1-1-16 Edition)

VIII. OBLIGATIONS OF RESELLERS

A. Disclosure and Certification Requirements

Section 607(e) requires any person who obtains a consumer report for resale to take the following steps:

- Disclose the identity of the end-user to the source CRA.
- Identify to the source CRA each permissible purpose for which the report will be furnished to the end-user.
- Establish and follow reasonable procedures to ensure that reports are resold only for permissible purposes, including procedures to obtain:
 - (1) the identity of all end-users;
 - (2) certifications from all users of each purpose for which reports will be used; and
 - (3) certifications that reports will not be used for any purpose other than the purpose(s) specified to the reseller. Resellers must make reasonable efforts to verify this information before selling the report.

B. Reinvestigations by Resellers

Under Section 611(f), if a consumer disputes the accuracy or completeness of information in a report prepared by a reseller, the reseller must determine whether this is a result of an action or omission on its part and, if so, correct or delete the information. If not, the reseller must send the dispute to the source CRA for reinvestigation. When any CRA notifies the reseller of the results of an investigation, the reseller must immediately convey the information to the consumer.

C. Fraud Alerts and Resellers

Section 605A(f) requires resellers who receive fraud alerts or active duty alerts from another consumer reporting agency to include these in their reports.

IX. LIABILITY FOR VIOLATIONS OF THE FCRA

Failure to comply with the FCRA can result in state government or federal government enforcement actions, as well as private lawsuits. Sections 616, 617, and 621. In addition, any person who knowingly and willfully obtains a consumer report under false pretenses may face criminal prosecution. Section 619.

The CFPB's website, www.consumerfinance.gov/learnmore, has more information about the FCRA, including publications for businesses and the full text of the FCRA.

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Citations for FCRA sections in the U.S. Code, 15 U.S.C. § 1681 et seq.:

Section 602	15 U.S.C. 1681	Section 615	15 U.S.C. 1681m
Section 603	15 U.S.C. 1681a	Section 616	15 U.S.C. 1681n
Section 604	15 U.S.C. 1681b	Section 617	15 U.S.C. 1681o
Section 605	15 U.S.C. 1681c	Section 618	15 U.S.C. 1681p
Section 605A	15 U.S.C. 1681cA	Section 619	15 U.S.C. 1681q
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Section 610	15 U.S.C. 1681h	Section 625	15 U.S.C. 1681u
Section 611	15 U.S.C. 1681i	Section 626	15 U.S.C. 1681v
Section 612	15 U.S.C. 1681j	Section 627	15 U.S.C. 1681w
Section 613	15 U.S.C. 1681k	Section 628	15 U.S.C. 1681x
Section 614	15 U.S.C. 1681l	Section 629	15 U.S.C. 1681y

[77 FR 67754, Nov. 14, 2012]

1024.20 List of homeownership counseling organizations.

PART 1024—REAL ESTATE SETTLEMENT PROCEDURES ACT (REGULATION X)

Subpart C—Mortgage Servicing

Subpart A—General Provisions

- Sec.
- 1024.1 Designation.
 - 1024.2 Definitions.
 - 1024.3 E-Sign applicability.
 - 1024.4 Reliance upon rule, regulation, or interpretation by the Bureau.
 - 1024.5 Coverage of RESPA.

- 1024.30 Scope.
- 1024.31 Definitions.
- 1024.32 General disclosure requirements.
- 1024.33 Mortgage servicing transfers.
- 1024.34 Timely escrow payments and treatment of escrow account balances.
- 1024.35 Error resolution procedures.
- 1024.36 Requests for information.
- 1024.37 Force-placed insurance.
- 1024.38 General servicing policies, procedures, and requirements.
- 1024.39 Early intervention requirements for certain borrowers.
- 1024.40 Continuity of contact.
- 1024.41 Loss mitigation procedures.

Subpart B—Mortgage Settlement and Escrow Accounts

- 1024.6 Special information booklet at time of loan application.
- 1024.7 Good faith estimate.
- 1024.8 Use of HUD-1 or HUD-1A settlement statements.
- 1024.9 Reproduction of settlement statements.
- 1024.10 One-day advance inspection of HUD-1 or HUD-1A settlement statement; delivery; recordkeeping.
- 1024.11 Mailing.
- 1024.12 No fee.
- 1024.13 [Reserved]
- 1024.14 Prohibition against kickbacks and unearned fees.
- 1024.15 Affiliated business arrangements.
- 1024.16 Title companies.
- 1024.17 Escrow accounts.
- 1024.18-1024.19 [Reserved]

- APPENDIX A TO PART 1024—INSTRUCTIONS FOR COMPLETING HUD-1 AND HUD-1A SETTLEMENT STATEMENTS; SAMPLE HUD-1 AND HUD-1A STATEMENTS
- APPENDIX B TO PART 1024—ILLUSTRATIONS OF REQUIREMENTS OF RESPA
- APPENDIX C TO PART 1024—INSTRUCTIONS FOR COMPLETING GOOD FAITH ESTIMATE (GFE) FORM
- APPENDIX D TO PART 1024—AFFILIATED BUSINESS ARRANGEMENT DISCLOSURE STATEMENT FORMAT
- APPENDIX E TO PART 1024—ARITHMETIC STEPS
- APPENDIX MS—MORTGAGE SERVICING
- APPENDIX MS-1 TO PART 1024—SERVICING DISCLOSURE STATEMENT
- APPENDIX MS-2 TO PART 1024—NOTICE OF SERVICING TRANSFER
- APPENDIX MS-3 TO PART 1024—MODEL FORCE-PLACED INSURANCE NOTICE FORMS



**2026-2027 PROGRAM YEAR – MEMORANDUM OF AGREEMENT
LINN-MAR COMMUNITY SCHOOL DISTRICT
AND JUNIOR ACHIEVEMENT OF EASTERN IOWA**

WHEREAS, the Linn-Mar Community School District hereinafter referred to as **DISTRICT**, and Junior Achievement of Eastern Iowa, hereinafter referred to as **JUNIOR ACHIEVEMENT**, desire to enter into an Agreement for the purpose of preparing students for what's next by **building financial capability, work and career readiness**, and an **entrepreneurial mindset** through **real-world learning experiences**.

NOW THEREFORE IS AGREED:

Responsibilities of **JUNIOR ACHIEVEMENT**:

1. Will provide all program materials, student guides, teacher manuals, volunteer manuals, test-generating software and other software licensing, shipping charges, program insurance, staff time for recruitment, placement, training and oversight of volunteers and instructors, as well as other materials fees based on program(s) selection for paid programming. Materials will be ordered and delivered directly to facility prior to the start of the Junior Achievement class.
 - a. Classroom materials will be ordered and delivered directly to each participating classroom prior to the start of the Junior Achievement class. If program materials are lost once proof of delivery to school, the DISTRICT is responsible for the additional cost of replacement materials.
 - b. Materials for programs and experiences that are included for the DISTRICT at no additional per/student cost will be the responsibility of the DISTRICT. JUNIOR ACHIEVEMENT will provide digital files to the DISTRICT prior to the start of the experience for production.
2. Will partner to prospect, recruit, train, schedule and place each volunteer as well as facilitate evaluation tools and recognition of each volunteer. Junior Achievement will serve as a liaison between the volunteer and instructor if any concerns arise during the Junior Achievement partnership.
 - a. In the case of experiential programs with a simulation, the DISTRICT will be primarily responsible for recruiting volunteers to support simulations. Junior Achievement will work in collaboration with the DISTRICT to fill any gaps.
3. Will compile any program evaluation data and report impact and outcomes to Partnership Coordinator no later than August 15, 2027.
4. Will partner with the DISTRICT to recognize volunteers throughout the year.
5. Will compile a DISTRICT volunteer engagement report inclusive of volunteer hours. This will be submitted to DISTRICT's Partnership Coordinator by August 15, 2026.
6. Will be available to present partnership overview, including volunteer, evaluation, and impact details to DISTRICT at an agreed upon date each year.
7. Will provide an itemized cost statement of services based on current year's certified enrollment to DISTRICT's Partnership Coordinator no later than January 31, 2027 for agreed upon 2026-2027 program services.
8. With the partnership of at least one full grade upon request, Junior Achievement will provide at no cost to the DISTRICT:
 - a. All fees (excluding transportation to and from event) associated with facilitating select experiential learning programs and student events, i.e. JA Career Fairs, JA Career Speaker Series, JA Career Inspire, & JA Stock Market Challenge.

Responsibilities of **DISTRICT**:

1. Will identify a partnership coordinator who will be the primary contact for the JUNIOR ACHIEVEMENT partnership.
 - a. Partnership coordinator will connect JUNIOR ACHIEVEMENT staff to the DISTRICT personnel responsible for delivering Junior Achievement programming.
 - b. Partnership coordinator will identify and connect JUNIOR ACHIEVEMENT staff to the volunteer liaisons for the DISTRICT.
 - c. Partnership coordinator will identify and connect JUNIOR ACHIEVEMENT staff to the marketing/communications coordinator for the DISTRICT.
2. Will list JUNIOR ACHIEVEMENT as partner on DISTRICT’s website and include volunteer opportunities in newsletters and/or digital backpacks.
3. Will provide a list of participating classes to JUNIOR ACHIEVEMENT by **September 1, 2026** for the 2026-2027 school year. All lists will be by school, grade, time period (if applicable), teacher’s name and email and number of students.
4. Will partner with JUNIOR ACHIEVEMENT to provide a grade-level training to all instructors during the program year. All training will be facilitated prior to the Junior Achievement partnership experience. A training date will be determined before **July 31, 2026**. Junior Achievement education staff will provide the training at a date and time coordinated by the DISTRICT; preferably in person, or it could be virtually.
5. Will facilitate a pre-program as well as a post-program evaluation instrument for each participating student in the Junior Achievement program. Specific evaluations will be sent to instructors based on program selection.
6. Will ensure that for any culminating student experience (e.g. simulations, experiential learning event, 3DE off-site visits, Career Inspire), an appropriate chaperone: student ratio is met.
7. The DISTRICT may select from the following classroom programs to implement as part of the MOA:

Work and Career Readiness Pathway	Assigned Grade	Financial Literacy Pathway	Assigned Grade	Entrepreneurship Pathway	Assigned Grade
JA Our Community®	2	JA More Than Money®		JA Our Families® <i>Teacher Led</i>	1
JA Our Friends		JA Our City®		JA Our Region®	
JA Our Nation®		JA Ourselves® <i>Teacher Led</i>	K		
JA Our Neighbors					
JA It’s My Future®		JA Economics for Success®		JA Business Quest	
JA It’s My Job®				JA Company Program Pop Up®	
JA Tools for Success®		JA Tools for Success®		JA Tools for Success®	
JA Career Success®		JA Economics®		JA Company Program®	
JA Connect		JA Personal Finance®		JA Be Entrepreneurial®	
		JA Take Stock in Your Future®		JA Launch Lesson	

† - No Cost

8. The DISTRICT may select from the following experiential learning programs and student events to implement as part of the MOA:

Work and Career Readiness Pathway	Assigned Grade	Financial Literacy Pathway	Assigned Grade	Entrepreneurship Pathway	Assigned Grade
JA BizTown® - MOBILE*	5				
Career Exploration Fair †		JA Finance Park-Entry® – MOBILE*			
JA Career Fairs †		JA Finance Park-Advanced® – MOBILE*			
JA Career Inspire® †	9	JA Stock Market Challenge†	HS		
JA Dream Accelerator®					
JA Essential Skills for Work®					
JA Essential Work Skills Credential®					

† - No Cost

*JA BizTown®- Mobile and JA Finance Park®- Mobile will be available at a first come, first served basis.

DISTRICT will pay JUNIOR ACHIEVEMENT \$14.50 per student participating in the Junior Achievement programming noted above for the 2026-2027 program year.

This Agreement shall be effective July 1, 2026, through June 30, 2027, inclusive of school year and summer programming.

This Agreement may be amended at any time during its term by mutual consent of the parties. Any such amendment shall be in writing and signed by authorized representatives of both parties.

Linn-Mar Community School District
Superintendent

Date

Linn-Mar Community School District
School Board President

Date

JUNIOR ACHIEVEMENT OF EASTERN IOWA
Area President

Date

JUNIOR ACHIEVEMENT OF EASTERN IOWA
Regional Executive Board Chairperson

Date

Required:

Lori Manley, Dir of Elementary Teaching & Learning
Partnership Coordinator's Name

1-319-447-3013
Telephone Number

lmanley@linnmar.k12.ia.us
Partnership Coordinator's E-mail Address

Order Form

Billing Information:

Billing Frequency: Upfront in full

Payment Terms: Net 30

Billing Schedule: Upon license start date

Order Form No. Q-171526
Newsela Contact: Matthew Wheeland
Contact Email: matthew.wheeland@newsela.com
Offer Date: May 13, 2026
Expiration Date: June 30, 2026

To:

Nathan Wear

Linn-Mar Community School District

3556 Winslow Road

Marion, IA 52302-5499

Qty	Products/Services	Line Total
1	Newsela	\$10,792.96
Contract Total		\$10,792.96

*See table above or Appendix for Product/Services details and License Dates.

This Order Form, the Terms of Service [available here](#), and the terms of any Statement of Work provided for the order of any Custom Collection, if applicable, which are hereby incorporated by this reference, is entered into by and between Newsela, Inc., and its parents, subsidiaries and affiliates, having an office at 169 Madison Ave., #2770, New York, NY 10016 (together "Newsela") and the customer named above, having an office at the address set forth above ("Customer"). All capitalized terms used in this Order Form and not defined herein shall have the meanings ascribed to them in the Terms of Service linked above. This Order Form is subject to the Terms of Service linked above, Newsela's Privacy Policy and, where applicable, any additional Terms and Conditions, or other binding RFP or binding bid signed by and between the Parties (together the "Customer Agreement").

The Customer Agreement constitutes the entire agreement between the parties with regards to this subject matter, and supersedes all written or oral understandings, proposals, bids, offers, purchase or delivery orders, negotiations, agreements or communications of every kind. Additionally, the Customer Agreement specifically supersedes the terms and conditions of any Purchase Order delivered to Newsela after this Customer Agreement is executed and any such terms and conditions shall not be applicable or considered a part of the terms and conditions that govern this engagement. The Customer's internal requirements for Purchase Orders does not relieve Customer of its obligation to pay Newsela for all years included herein. This Customer Agreement and the terms contained therein are intended only for the Customer and should be kept confidential.

Term: The subscription for the above-identified Newsela Products will commence and end as defined above, or in the License Dates Section of the Appendix in this Customer Agreement. By signing this Order Form, the Customer agrees to the pricing per product and quantity breakdowns underlying this Order Form, which will be provided by Newsela upon request at any time and will also be provided on the invoice unless requested otherwise. Failure of the Customer to make

use of the Products during their respective License Dates specified herein will not extend Newsela’s obligation to deliver those Products/Services beyond those dates.

Following the Subscription End Date, unless prohibited by law, this Customer Agreement will renew for the Products/Services licensed hereunder for successive periods equal in length to the greater of the Term or 12 months (a ‘Renewal Term’). If this Customer Agreement is so renewed, Customer agrees the prices payable for such Renewal Term shall be the prevailing rates then offered by Newsela for the licensed products stated above.

Fees: The Customer agrees to pay the Contract Grand Total set forth above per the Billing Terms noted above upon execution of this Customer Agreement. If a Purchase Order is required, Customer shall submit the Purchase Order to Newsela in accordance with the Billing Information set forth hereinabove by emailing it to billing@newsela.com and including “Customer Agreement No. Q-171526” in the subject line, otherwise a purchase order shall not be required for payment. Service will be suspended at Newsela’s discretion if payment is not received by Newsela in accordance with the Billing Terms noted above. Failure of the Customer to use the Products/Services will not relieve Customer of its obligation to pay hereunder.

The individual executing this Customer Agreement has the authority to execute this agreement and bind the Customer, and Newsela has the right to rely on that authorization. The individual executing this Customer Agreement also certifies that there is funding in place for years included herein.

1. Purchase Order Information

If you need a Purchase Order, please fill out the following information.

PO Required:

PO Number:

PO Amount:

2. Billing Information

Provide the billing service representative to whom the invoice should be addressed.

Bill-To Name: Terri Mohler

Bill-To Email: terri.mohler@Linmar.k12.ia.us

By initialing here, I agree that the billing details stated above are current and accurate. NW

Prices shown above do not include any state and local taxes that may apply. Any such taxes are the responsibility of the Customer and will appear on the final invoice (if applicable). If the contracting entity is exempt from sales tax, please send the required tax exemption documents along with the order form number (Q-171526) to salestax@newsela.com.

3. Is your organization exempt from sales tax?

Please enter **Yes** or **No**: Yes

Authorized Signature:

Katie Lowe Lancaster, Board President

Date of Signature:

Appendix

Products Breakdown

Sites	Product Code	Products Names	License Dates
2	ATG150	All Access PD Pass - School License	07/01/26 - 06/30/27
2	ATG149	Newsela Social Studies	07/01/26 - 06/30/27

Services Breakdown

Qty	Product Code	Services	License Dates
1	ATG016	Individual Virtual Add-On Session	07/01/26 - 06/30/27

Product/Service Breakdown Per School

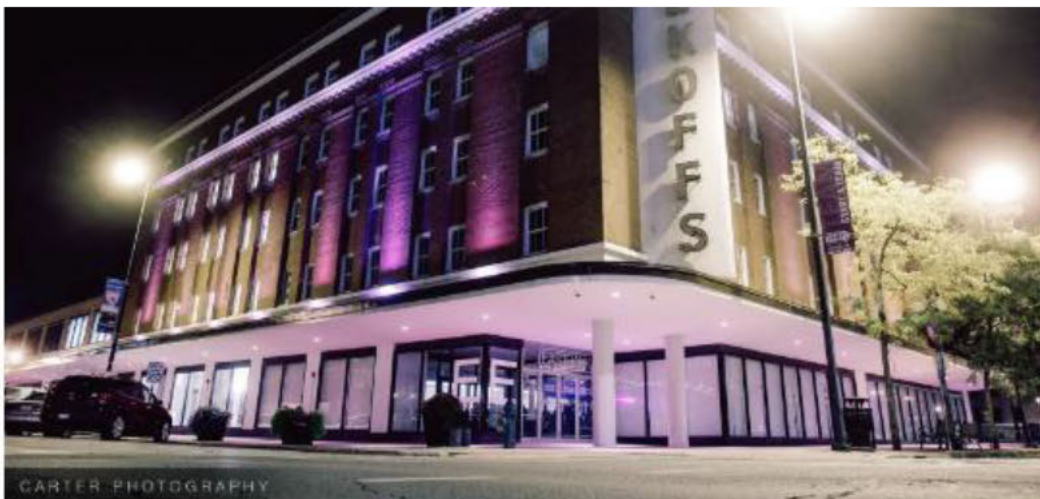
Line#	Schools	Products/Services	License Dates
1	EXCELSIOR MIDDLE SCHOOL	All Access PD Pass - School License	07/01/26 - 06/30/27
2	EXCELSIOR MIDDLE SCHOOL	Newsela Social Studies	07/01/26 - 06/30/27
3	LINN-MAR COMMUNITY SCHOOL DISTRICT	Individual Virtual Add-On Session	07/01/26 - 06/30/27
4	OAK RIDGE MIDDLE SCHOOL	All Access PD Pass - School License	07/01/26 - 06/30/27
5	OAK RIDGE MIDDLE SCHOOL	Newsela Social Studies	07/01/26 - 06/30/27



Venue Agreement

05 / 27 / 2026





This Agreement is made effective as of 05/27/2026, by and between EASTBANK VENUE + LOUNGE and Linn-Mar High School. The CLIENT represents that they desire to hold a special event on 05/15/2027 at EASTBANK LOUNGE. Therefore, the parties agree as follows:

1. VENUE RENTAL FEE (S)

(a) The CLIENTS or REPRESENTATIVE FOR THE CLIENT (S), agree to pay a total venue rental fee of \$1800. A 50% deposit is required at the signing of this contract in the amount of \$900. This payment serves to hold the lounge for specified date noted above. Please see amenities guide for items included in the rental fee.

Setup time day of is to be 8:00am - 10:30am = 2.5 hours + Event time is to be 7:00pm - 10:30pm = 3.5 hours

(b) There is a 3.5% processing fee for all credit/debit card transactions and a 1% processing fee for bank transfer transactions that will be added to your contract in the event you plan to pay with a credit card or bank transfer. If paying with cash or check, no fee will be added. This fee will be applicable to any and all credit card transactions or bank transfers involved with your event.

(c) The following is the agreed upon balance remaining for the \$900 must be paid no later than 7 days prior to the event.

(d) No underage drinking or drug use of any kind will be tolerated on Eastbank property. If anyone is caught consuming or carrying alcohol and/or drugs the event will end and everyone will be asked to leave the property.

(e) Chaperones are required and client must provide a list of who those will be no later than 7 days prior to event.

(f) Rental is based on \$300 per hour for 6 hours.

A credit card number will be kept on file to cover damages/loss fees incurred by your event. Charges will be determined within 72 hours of your event ending time and a receipt will be emailed/mailed to you. If no damages occur, no charges will be made. Damage charges will be incurred for any of the following within the following list.

*Excessive cleaning (bodily fluids, decorations, excessive food stains, excessive spills)

*Excessive cleaning in catering kitchen or loss/damage to EASTBANK VENUE + LOUNGE kitchen utensils and property in kitchen

*Damage to furniture

*Damage to building/fixtures indoors/outdoors

*Damage to lawn, landscaping, parking areas and any area of property associated with **EASTBANK VENUE + LOUNGE**

Name on Card:

Credit Card #

Exp Date:

CVV Code:

2. CANCELLATIONS: In the event THE CLIENT cancels a special event or wedding 6+ months prior to event date, all payments made to date are non-refundable and shall be forfeited without exception.

In the event THE CLIENT cancels a special event or wedding within 3-6 months prior to the event date, all payments made to date are non refundable and the client agrees to pay the remaining balance of

\$900

EASTBANK VENUE + LOUNGE reserves the right to cancel any reservation if it is unable to provide the venue for the event. In the event EASTBANK VENUE + LOUNGE cancels the reservation, it shall reasonably notify THE CLIENT prior to cancellation and provide a full refund of payment.

3. RENTAL TIME: At the time of your initial rental, you reserve the venue from 8-10:30am + 7-10:30pm

Immediately following the completion of the event, THE CLIENT is responsible for removing all decorations not belonging to EASTBANK VENUE + LOUNGE and removing anything brought in by guests or hired outside vendors. Any items left after 11:59 PM will be disposed of by EASTBANK VENUE + LOUNGE.

THE CLIENT will be charged a \$200 storage fee for any items to be saved and held by EASTBANK VENUE + LOUNGE. THE CLIENT must agree upon a pickup time with EASTBANK VENUE + LOUNGE before leaving the event. The pickup time must be decided upon with EASTBANK VENUE + LOUNGE and will be based on our staff schedules.

EASTBANK VENUE + LOUNGE is not responsible for any damaged, lost, stolen, or forgotten items left by THE CLIENT or any guest attending THE CLIENT's event.

EASTBANK VENUE + LOUNGE staff will pick up trash, sweep, and clean.

4. OUTDOOR LOCATION: The CLIENT understands that they and their invited guests will abide by the City of Cedar Rapids permit requirements while on the property of EASTBANK VENUE + LOUNGE

5. RULES AND REGULATIONS: The following is a list of rules and regulations to be upheld by CLIENT (S), which includes all EVENT PLANNERS, WEDDING COORDINATORS, and VENDORS who are involved in the planning and execution of a special event or wedding on the premises of EASTBANK VENUE + LOUNGE.

a. Barbecues / Grills

The use of an outdoor charcoal or mesquite grill requires a permit and a certificate of general liability insurance. Food trucks and other outdoor food vendors must provide a certificate of general liability insurance and have plans approved by EASTBANK VENUE + LOUNGE for the location of their vehicle and food disbursement.

b. Candles

Any use of candles must be approved by the venue. All candles must be contained or enclosed in glass. The flame must not reach higher than 2 inches below the height of the glass.

c. Event Ending Time

All events must end by 11:59 PM and all parties must be out of the building by 11:59 PM on the date of their event.

d. Decorations

All decorations must be removed without leaving damage directly following the departure of the last guest unless special arrangements have been made between the CLIENT (S) and the venue. NOTE: No adhesive material is to be used on walls, ceilings, and floors. This includes all forms of tape, 3M hooks, etc. All other decorations must be freestanding. Nails and staples may not be used within the venue.

NOTE: The use of birdseed is permitted only outside for wedding and reception farewells. No rice, confetti, glitter, fog machines, pyrotechnics, sparklers, or blowing bubbles are permitted inside the venue.

e. Social Media

CLIENT agrees to allow venue to take photos and videos to use as social media content.

CLIENT agrees to give EASTBANK VENUE + LOUNGE access to any galleries that their hired photographer + videographer send to them.

6. FOOD/LIQUOR/BEVERAGES/ILLEGAL SUBSTANCES

EASTBANK VENUE + LOUNGE allows only food provided by pre-approved licensed and fully insured caterers for use in the EASTBANK VENUE + LOUNGE. The CLIENTS may not bring ANY alcohol to the venue or any portion of the property; this includes alcohol consumption in a vehicle on the premises. Doing so may result in dismissal from the venue. If it is witnessed by employees of EASTBANK VENUE + LOUNGE that alcohol has been brought in and consumed without our knowledge, there will be an additional fee added to the final bill based on consumption (up to \$1000). Alcohol may not be served to minors. If at any time, EASTBANK VENUE + LOUNGE staff deems alcohol consumption to be inappropriate, the staff has the authority to close down all alcohol service and/or evict inebriated guests from the premises without refund for the bar package cost.

7. LOGISTICAL PLANS: EASTBANK VENUE + LOUNGE staff must review and approve all proposed outside vendor logistical plans for the use of the premises a minimum of fourteen (14) days prior to the event. Any plans not approved by EASTBANK VENUE + LOUNGE may result in the denial of those plans.

8. MUSIC: Amplified music is permitted within the venue.

9. SMOKING: EASTBANK VENUE + LOUNGE is a non-smoking venue.

10. VIOLENCE OR LAW BREAKING ACTIVITY: If at any time there is violence or potential law breaking activity associated with your event, EASTBANK VENUE + LOUNGE staff reserves the right to contact local law enforcement and file a report. If law enforcement is contacted at any time either by EASTBANK VENUE + LOUNGE staff or a member of your event due to the above mentioned, the event will be discontinued and all parties must leave the venue immediately. No refund will be given in any capacity.

11. MEDICAL EMERGENCIES: If there is a medical emergency related to any person associated with your event, it is NOT the responsibility of EASTBANK VENUE + LOUNGE staff to administer medical assistance or to contact medical help.

12. WEATHER AND FIRE EMERGENCY: If there is a weather-related emergency or fire emergency during your event, please refer to the safety and evacuation maps posted in the EASTBANK VENUE + LOUNGE venue. It is NOT the responsibility of EASTBANK VENUE + LOUNGE staff to make sure that anyone associated with your event is following the safety and evacuation plan.

13. FORCE MAJEURE: In the event that EASTBANK VENUE + LOUNGE is delayed, hindered, or prevented from the performance of any provision of this Agreement or event contemplated by this Agreement by reason of acts or conditions that are beyond the reasonable control of EASTBANK VENUE + LOUNGE, including but not limited to strikes, lockouts, labor troubles, fire, earthquakes, lightning, wind storms, hail, acts of God, explosion, riot, civil commotion, smoke, vandalism, malicious mischief, inability to procure materials, restrictions by government, disease, epidemic, quarantine, war, litigation challenging the validity of any necessary permit, or other reason of alike nature not the fault of EASTBANK VENUE + LOUNGE, then performance by EASTBANK VENUE + LOUNGE under this Agreement shall be excused until a later date (the "New Event Date"), with such New Event Date to be mutually agreed upon by CLIENT and EASTBANK VENUE + LOUNGE. For the avoidance of doubt, the delay, hindrance, or prevention of EASTBANK VENUE + LOUNGE's performance by the acts or conditions described in this Section and the postponement of performance by EASTBANK VENUE + LOUNGE to the New Event Date (i) is not a cancellation of this Agreement or the event contemplated by this Agreement, and (ii) does not entitle CLIENT to a refund of any amounts paid to EASTBANK VENUE + LOUNGE.

14. INDEMNIFICATION: The CLIENT shall defend, indemnify and hold harmless EASTBANK VENUE + LOUNGE and its owners, employees, and agents from and against all liabilities, claims, damages, losses, and expenses, including attorneys' fees, imposed upon or incurred by or asserted against EASTBANK VENUE + LOUNGE by reason of (a) any accident, injury to or death of persons or loss of or damage to property occurring on or about the EASTBANK VENUE + LOUNGE property or any part thereof resulting from any act or omission of the CLIENT, or CLIENT's guests, employees, agents, representatives or anyone claiming by, through or under CLIENT or b) any illness, disease or death of persons including without limitation illness, disease or death resulting from COVID-19, or (c) any failure on the part of CLIENT to perform or comply with any of the terms of this Agreement. In case any action, suit, or proceeding is brought against EASTBANK VENUE + LOUNGE by reason of any such occurrence, CLIENT will, at CLIENT's expense, by counsel approved by EASTBANK VENUE + LOUNGE, resist and defend such action, suit, or proceeding, or cause the same to be resisted and defended.

15. AMENDMENT: This Agreement may be modified or amended only if the amendment is made in writing and is signed by both parties.

16. SEVERABILITY: If any provision of this Agreement shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provision of this Agreement is invalid or unenforceable, but that by limiting such provision it would become valid and enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited.

17. ENTIRE AGREEMENT: This Agreement, along with the amenities guide attached hereto, constitutes the entire agreement between EASTBANK VENUE + LOUNGE and THE CLIENT. This Agreement supersedes all previous understandings and agreements between the parties, whether oral or written, and no subsequent oral or written agreements shall be of any legal effect, except as provided by this Agreement. The parties hereby waive all rights and remedies, at law or in equity, arising or which may arise as the result of a party's reliance on such representation, assertion, guarantee, warranty, collateral contract, or other assurance, provided that nothing herein contained shall be construed as a restriction or limitation of said party's right to remedies associated with the gross negligence, willful misconduct or fraud of any person or party taking place prior to, or contemporaneously with, the execution of this Agreement.

CLIENT (Printed Name) Katie Lowe Lancaster, Board President

Signature: _____ Date: _____

EASTBANK Representative (Printed Name)

Jennifer Howell

*****Please make checks payable to Eastbank Venue & Lounge.**



Independent Contractor Agreement

Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Megan Hobbs, Independent Contractor ("IC"), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS:

1. **SERVICES TO BE PERFORMED:** Frontline instructor for drumline
2. **GROUP/DEPARTMENT WORKING WITH:** High School Marching Band
3. **AMOUNT OF PAYMENT:** \$700

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on August 13, 2026, which is the date of completion. *An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 3556 Winslow Rd, Marion, IA 52302.*

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.
5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.
6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.
8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.
9. **TERM:** This agreement shall begin on August 10, 20 26 and shall continue in effect until August 13, 20 26, unless earlier terminated by either party in accordance with Section 11.
10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.
11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.
12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.
13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.
14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this 19th **day of** May, 20 26.

Independent Contractor Signature:

Megan Hobbs

Title: Percussion Clinician

Linn-Mar CSD Representative Signature:

Title: School Board President

Please return this form to the Linn-Mar CSD Business Office – 3556 Winslow Rd, Marion IA 52302

<i>Internal Use Only</i>	Account Code: <u>HS Marching Band</u>	
Business Office: <u>5.26.26</u> Date	<u>CA</u> Initial	Board Meeting: <u>6.8.26</u> Date

Independent Contractor Agreement



Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with United All Stars, Inc., Independent Contractor ("IC"), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS:

- 1. SERVICES TO BE PERFORMED: Cheerleading Camp and Choreography
- 2. GROUP/DEPARTMENT WORKING WITH: Cheerleading Squad
- 3. AMOUNT OF PAYMENT: \$ 3700.00

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on 8-9-24, which is the date of completion. An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 3556 Winslow Rd, Marion, IA 52302.

- 4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving those results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.
- 5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.
- 6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.
8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.
9. **TERM:** This agreement shall begin on June 9, 2026 and shall continue in effect until Sept. 1, 2026, unless earlier terminated by either party in accordance with Section 11.
10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.
11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.
12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.
13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.
14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this 29th day of May, 2026.

Independent Contractor Signature: Mindy DeBausn / United All Stars
Linn-Mar CSD Representative Signature: _____
 Title: United All Stars - Owner Title: School Board President

Please return this form to the Linn-Mar CSD Business Office - 3556 Winslow Rd, Marion IA 52302

Internal Use Only	Account Code:	HS Cheer	
Business Office:	<u>5.29.26</u>	Date:	<u>CA</u> Initial
		Board Meeting:	<u>6.8.26</u> Date



Independent Contractor Agreement

Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Larry D. Atwater, Independent Contractor ("IC"), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS:

- 1. SERVICES TO BE PERFORMED: AP Proctor
- 2. GROUP/DEPARTMENT WORKING WITH: Linn-Mar High School 15 • X
- 3. AMOUNT OF PAYMENT: 15.00 / hour 10.5 hrs. 10 • 5 =
157 • 50 +

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on May 20th 2026, which is the date of completion. An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 3556 Winslow Rd, Marion, IA 52302.

- 4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.
- 5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.
- 6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.
8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.
9. **TERM:** This agreement shall begin on May 7, 2026 and shall continue in effect until May 20, 2026, unless earlier terminated by either party in accordance with Section 11.
10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.
11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.
12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.
13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.
14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this 6th day of May, 2026.

Independent Contractor Signature:

Jerry D. Blunt
 Title: AP Proctor

Linn-Mar CSD Representative Signature:

 Title: School Board President

Please return this form to the Linn-Mar CSD Business Office – 3556 Winslow Rd, Marion IA 52302

Internal Use Only	Account Code: <u>8090</u>
Business Office: <u>5/20/26</u> Date <u>CB</u> Initial	Board Meeting: <u>4.8.26</u> Date

RECEIVED MAY 12 2026



Independent Contractor Agreement

Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with SUSAN P ATWATER, Independent Contractor ("IC"), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS:

- 1. SERVICES TO BE PERFORMED: AP Proctor
- 2. GROUP/DEPARTMENT WORKING WITH: LM High School 35.75 ×
- 3. AMOUNT OF PAYMENT: \$15.00/hour 35.75 hrs 15 =
536.25 +

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on May 20, 2026, which is the date of completion. An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 3556 Winslow Rd, Marion, IA 52302.

- 4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.
- 5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.
- 6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

- 7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.
- 8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.
- 9. **TERM:** This agreement shall begin on May 7, 20 26 and shall continue in effect until May 20, 20 26, unless earlier terminated by either party in accordance with Section 11.
- 10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.
- 11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.
- 12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.
- 13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.
- 14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this 6 day of May, 20 26.

Independent Contractor Signature:

Title: Susan P Atwater
AP Proctor

Linn-Mar CSD Representative Signature:

Title: School Board President

Please return this form to the Linn-Mar CSD Business Office – 3556 Winslow Rd, Marion IA 52302

Internal Use Only	Account Code: <u>8090</u>
Business Office: <u>5/20/26</u> Date <u>SA</u> Initial	Board Meeting: <u>6.8.26</u> Date

RECEIVED MAY 18 2026

Independent Contractor Agreement



Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Joyce Dayton, Independent Contractor ("IC"), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS:

19.5 x
15 =
292.50 +

- 1. **SERVICES TO BE PERFORMED:** AP Proctor
- 2. **GROUP/DEPARTMENT WORKING WITH:** AP Testing (HS) - Jeff Gustason
- 3. **AMOUNT OF PAYMENT:** 292.50 (19.5 hrs @ \$15/hr)

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on 5/5 5/7 5/11 5/12, which is the date of completion. An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 3556 Winslow Rd, Marion, IA 52302.

- 4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.
- 5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.
- 6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.
8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.
9. **TERM:** This agreement shall begin on May 5, 2026 and shall continue in effect until May 12th, 2026, unless earlier terminated by either party in accordance with Section 11.
10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.
11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.
12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.
13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.
14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this 5 day of May, 2026.

Independent Contractor Signature:
Joyce Dayton
 Title: AP Proctor

Linn-Mar CSD Representative Signature:

 Title: School Board President

Please return this form to the Linn-Mar CSD Business Office – 3556 Winslow Rd, Marion IA 52302

<small>Internal Use Only</small>	Account Code: <u>8090</u>		
Business Office: <u>5/26/26</u>	Date: <u>CA</u>	Initial	Board Meeting: <u>6.8.26</u> Date



Independent Contractor Agreement

Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Betsy Hardy, Independent Contractor ("IC"), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS:

- 1. **SERVICES TO BE PERFORMED:** Proctor AP Exam 4 * 5 x =
- 2. **GROUP/DEPARTMENT WORKING WITH:** High School 15 * =
- 3. **AMOUNT OF PAYMENT:** \$67.50 4.5 hrs 67 * 50 + =

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on 5-7-2026, which is the date of completion. An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 3556 Winslow Rd, Marion, IA 52302.

- 4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.
- 5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.
- 6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

- 7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.
- 8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.
- 9. **TERM:** This agreement shall begin on May 7, 2026 and shall continue in effect until May 10, 2026, unless earlier terminated by either party in accordance with Section 11.
- 10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.
- 11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.
- 12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.
- 13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.
- 14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this 18th day of May, 2026.

Independent Contractor Signature:
Betsy Hendry
Title: AP Proctor

Linn-Mar CSD Representative Signature:

Title: School Board President

Please return this form to the Linn-Mar CSD Business Office – 3556 Winslow Rd, Marion IA 52302

Internal Use Only	Account Code: <u>8090</u>
Business Office: <u>5/26/26</u> Date <u>OH</u> Initial	Board Meeting: <u>6.8.26</u> Date



CHANGE ORDER NO. 1

PROJECT: Linn Mar Activities Center – Early Site Package
DATE: May 7, 2026
CONTRACTOR: Eastern Iowa Excavating and Concrete, LLC
 Cascade, Iowa
ORIGINAL CONTRACT AMOUNT: \$918,291.25

Change Order Item Description

COR 1-1	Temp Repair of Pipe, Lime Backfill	132	TON	\$ 62.55	\$ 8,256.60
COR 1-2	Geogrid, Type 1	553	SY	\$ 3.35	\$ 1,852.55
CO # 1				TOTAL	\$ 10,109.15

Original Contract Amount \$918,291.25
 Change Order #1 (Increase) \$10,109.15
Revised Contract Amount \$928,400.40

Eastern Iowa Excavating and Concrete, LLC

By: *Mark Kim*

Title: Project Manager

Date: 5-7-2026

Hall & Hall Engineers, Inc.

By: *Brent Jackson*

Title: Project Manager

Date: 05-7-2026

Linn Mar Community School District

By: _____

Title: Board President

Date: _____

Entertainment Contract

This agreement, made between Encore Entertainment and Lian-Mar From (Nicole Kuennen) is for the purpose of contracting the Disc-Jockey's entertainment service.

1.) The Disc-Jockey agrees to provide mobile disc-jockey services on May 15, 2027, from 8pm - 10pm at the following location: TBA.

** NO Deposit*

2.) The Client agrees to pay the disc-jockey the total sum of \$ 650.00. ~~A deposit of \$100.00 is due upon booking the services described above~~ and the balance of \$ 650.00 is due seven days prior to the stated date of services in item (1). The Client's failure to pay the above stated compensation in full seven days prior to the date of services shall release the Disc-Jockey from furnishing any services to the Client under this agreement. The deposit is non-refundable except as provided in paragraph (5) below. Payments for the deposit, or payments on the account will be accepted by cash, check, or Venmo. The Client agrees to pay a \$25.00 service charge for all returned checks, plus any bank service charges incurred by the Disc-Jockey. This contract is contingent upon the receipt of the deposit and contract (contract must have the Client's signature). The Client agrees to furnish a facility that completely covers the Disc-Jockey's equipment from direct sunlight, rain, and snow. The Client further agrees to provide sufficient electrical power within fifty feet of the location where the Disc-Jockey's equipment is set up. The Client agrees to provide specific directions to the event location, and access for the Disc-Jockey's set-up at least three hours prior to the above stated contracted time.

(3.) The Client may request that the Disc-Jockey play longer than the time frame listed above. The Disc-Jockey will provide a longer performance if he/she has no other obligation and the Client is willing to pay current overtime rates. \$ N/C per hour. Overtime fees must be paid the evening of the event.

(4.) The Disc-Jockey will make every effort to play all requests but cannot be held responsible if specific selections are not available. The Client agrees that the quality of the performance by the Disc-Jockey is not a debatable subject, since this can be very subjective.

(5.) This agreement cannot be terminated by any of the parties hereto, but is subject to proven detention by sickness, accidents, or acts of God beyond the control of the Disc-Jockey. In the unlikely event the Disc-Jockey is unable to appear, the Disc-Jockey will make every effort to find a qualified replacement. In the unlikely event that a replacement cannot be found, the Disc-Jockey will make a full refund of any deposit(s) paid by the Client, however, the Client agrees that the refund will be the full extent of damages he or she is entitled to and no further damages may be sought against the Disc-Jockey.

Entertainment Contract

(6.) The Client agrees that this contract shall be governed by the laws of the state. In the event of a suit involving or relating to this agreement, the Client agrees that the Venue for the suit will be Cedar Rapids, Iowa. In the event that legal action is taken by the Disc-Jockey to enforce this agreement, the Client agrees to pay reasonable attorney's fees, court costs and interest to the Disc-Jockey. In the event that the Client takes legal action against the Disc-Jockey, the Client agrees to pay reasonable attorney fees incurred by the Disc-Jockey, unless the Client is awarded a judgment against the Disc-Jockey.

(7.) This contract contains all the terms and conditions agreed upon by the Client and the Company, and no other agreements, oral or otherwise regarding the subject matter of this contract or performance for the event stated on this contract, shall be deemed to exist. Today's Date: _____ . This contract becomes VOID if it is not signed and returned within thirty (30) days of the above date. If you choose, for any reason to cancel or void this contract, deposits and any payments made before the due date are NON-REFUNDABLE. .

...Additional Products or Services...

Slide Show (YES) ~~(NO)~~

Up Lighting (YES) (NO) - will include - depending on the venue...

Monogram (YES) ~~(NO)~~

White Façade or Black Façade (Circle One)

Ceremony (YES) ~~(NO)~~

Client Signature _____ Date _____

Company Signature Raines Sackett Date 6/1/26

Encore Entertainment

Raines Sackett

(319) 431-6323

1356 Harold Dr SE

Cedar Rapids, Iowa

52403

**Encore Entertainment
Raines Sackett
483028759**

INVOICE: 1356

**Event: Linn-Mar Prom
Date: May 15, 2027
Time: 8pm to 10pm
Location: TBA**

**Amount Due:
\$650.00**

THANK YOU

Encore Entertainment

Raines Sackett
1356 Harold Dr SE
Cedar Rapids, Iowa
52403
(319) 431-6323

EncoreEntertainment@mchsi.com



1st AMENDMENT TO CONTRACT FOR TRANSFER OF STATE FUNDING

This Amendment for the Transfer of State AEA Special Education Funding is entered into between the **Linn-Mar CSD** ("School District") and **Grant Wood Area Education Agency** ("AEA"). Item 3b of the original Contract for Transfer of State Funding is amended as follows:

3. Payment Terms

b. The transfer of funds shall occur in four **(4) quarterly payments each school calendar year**, consistent with the state aid payment schedule of the Department of Management.

No other changes are being made to the original agreement at this time.

Linn-Mar CSD

By: _____

Name: Katie Lowe Lancaster

Title: Board President

Date: _____

Grant Wood Area Education Agency

By: _____

Name: Randy Bauer

Title: Board President

Date: _____



Excursions and Trips Request Form

Code 603.3-R2

Date Request Received by CFO/COO: 5/27/26

A written request for overnight excursions/trips must be submitted to the Chief Financial/Operating Officer not less than four weeks prior to the proposed excursion/trip and prior to any travel arrangements being finalized.

Overnight excursions/trips require prior approval of the building administrator, the superintendent or designee, and the Board of Directors. In authorizing excursions/trips, the building principal shall consider the financial condition of the school district, the educational benefit of the activity, the inherent risks or dangers of the activity, and other factors deemed relevant by the superintendent including the participation of the membership of the regular activity group. Students who have graduated may not participate in school sponsored excursions/trips unless the event is sanctioned by the state athletic associations.

The request will include:

- ✓ Rationale for the excursion/trip including the purpose and objectives
- ✓ Clarification if request is dependent upon pre-qualifying for event
- ✓ Detailed plans for student supervision
- ✓ Proposed itinerary
- ✓ Cost and source of funding
- ✓ Number of student participants
- ✓ Copy of required participation paperwork

1. Within three weeks of the completion of the excursion/trip the sponsor shall submit a written summary of the event to the building principal.
2. The building will be responsible for obtaining a substitute teacher if one is needed.
3. Students eligible for a fee waiver will be covered through contingency/discretionary funds as appropriate.

Excursion/Trip Criteria: The following checklist **must be** signed and submitted to the Chief Financial/Operating Officer with required documentation not less than four weeks prior to the proposed excursion/trip and prior to any travel arrangements being finalized:

Group: Varsity Poems Submitted by: Sami Cruise
 (Examples: Robotics, FBLA, etc.) (Name)

Criteria		Description	Provided
Purpose	Required	Purpose of excursion/trip is clearly defined and ". . . is a vital part of the curriculum or current activity." Reference Board Policy 603.3.	
Pre-Planning	Required	Evidence of pre-planning that will maximize the learning experiences of students on this excursion/trip. (Dates, location, number of student participants, plan for supervision, proposed itinerary, hotel, cost/budget source, required participation paperwork, clarification if request is dependent upon pre-qualifying for an event, etc.)	
Follow-Up	Required	Evidence of planning for follow-up in order to maximize the learning experiences of students on this excursion/trip.	
Assessment	Required	Evidence that students will be required to demonstrate their understanding of the learning expected from this experience.	
Funding	Required	Source of funding has been determined that meets Department of Education and district guidelines. Reference Board Policy 603.3.	
Common Experience	<i>Recommended</i>	This excursion/trip is a common experience that all students at this grade level or activity group should have.	
Multi-disciplinary	<i>Recommended</i>	This excursion/trip addresses more than one curricular area and offers the opportunity for curriculum integration.	
Building Principal Approval		<u>Jeffrey M. Justus</u>	Date <u>5/26/26</u>
Chief Financial/Operating Officer Approval		<u>[Signature]</u>	Date <u>5/27/26</u>
Board of Directors Approval			Date

Sami Cruise
Head Poms Coach
5/22/26

To whom it may concern:

The varsity pom team from Linn-Mar High School will be traveling to Coralville, IA to participate in the Universal Dance Association's dance camp on July 7th-10th, 2026. We will travel to Coralville on Tuesday, July 7th at 9am. We will stay at the Hyatt Regency hotel in Coralville in team rooms during our stay and athletes are under parent supervision following the evaluations on Friday. We will be taking the varsity roster (21 athletes) and 2 coaches.

Supervision

*We will have 2 high school pom coaches on this trip to help with supervision. **Itinerary**

July 7, 2026

*Carpool via parent rides to Hyatt Regency Coralville at 9:00am. Participate in the dance camp, learn routines, and eat dinner provided by the camp. The athletes will sleep 4 to a room with a curfew time and bed check performed by the coaches.

July 8, 2026

* Participate in the dance camp, learn routines, and eat meals provided by the camp. The athletes will sleep 4 to a room with a curfew time and bed check performed by the coaches.

July 9, 2026

* Participate in the dance camp, evaluated on routines, and eat meals provided by the camp. The athletes will sleep 4 to a room with a curfew time and bed check performed by the coaches.

July 10, 2026

*Evaluated on final routines, eat breakfast provided by the camp. Team members are to ride home with parents following the camp.

Cost

*The cost of the camp registration is covered by our fundraising accounts. All meals and hotel fees are covered in the camp registration fee.

Number of students

*21 varsity players

*2 coaches

Purpose of the trip

*Progress in our dancing, learn from instructors and other teams, bond with each other, and ultimately, qualify for Nationals.



Excursions and Trips Request Form

Code 603.3-R2

Date Request Received by CFO/COO: 6.1.26

A written request for overnight excursions/trips must be submitted to the Chief Financial/Operating Officer not less than four weeks prior to the proposed excursion/trip and prior to any travel arrangements being finalized.

Overnight excursions/trips require prior approval of the building administrator, the superintendent or designee, and the Board of Directors. In authorizing excursions/trips, the building principal shall consider the financial condition of the school district, the educational benefit of the activity, the inherent risks or dangers of the activity, and other factors deemed relevant by the superintendent including the participation of the membership of the regular activity group. Students who have graduated may not participate in school sponsored excursions/trips unless the event is sanctioned by the state athletic associations.

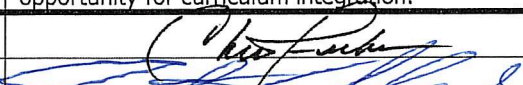

The request will include:

- ✓ Rationale for the excursion/trip including the purpose and objectives
- ✓ Clarification if request is dependent upon pre-qualifying for event
- ✓ Detailed plans for student supervision
- ✓ Proposed itinerary
- ✓ Cost and source of funding
- ✓ Number of student participants
- ✓ Copy of required participation paperwork

1. Within three weeks of the completion of the excursion/trip the sponsor shall submit a written summary of the event to the building principal.
2. The building will be responsible for obtaining a substitute teacher if one is needed.
3. Students eligible for a fee waiver will be covered through contingency/discretionary funds as appropriate.

Excursion/Trip Criteria: The following checklist ***must be*** signed and submitted to the Chief Financial/Operating Officer with required documentation not less than four weeks prior to the proposed excursion/trip and prior to any travel arrangements being finalized:

Group: JV/VARS FOOTBALL Submitted by: Dwaine Orr
(Examples: Robotics, FBLA, etc.) (Name)

Criteria		Description	Provided
Purpose	Required	Purpose of excursion/trip is clearly defined and ". . . is a vital part of the curriculum or current activity." Reference Board Policy 603.3.	✓
Pre-Planning	Required	Evidence of pre-planning that will maximize the learning experiences of students on this excursion/trip. (Dates, location, number of student participants, plan for supervision, proposed itinerary, hotel, cost/budget source, required participation paperwork, clarification if request is dependent upon pre-qualifying for an event, etc.)	✓
Follow-Up	Required	Evidence of planning for follow-up in order to maximize the learning experiences of students on this excursion/trip.	✓
Assessment	Required	Evidence that students will be required to demonstrate their understanding of the learning expected from this experience.	✓
Funding	Required	Source of funding has been determined that meets Department of Education and district guidelines. Reference Board Policy 603.3.	✓
Common Experience	<i>Recommended</i>	This excursion/trip is a common experience that all students at this grade level or activity group should have.	✓
Multi-disciplinary	<i>Recommended</i>	This excursion/trip addresses more than one curricular area and offers the opportunity for curriculum integration.	—
Building Principal Approval			Date <u>6/1/26</u>
Chief Financial/Operating Officer Approval			Date <u>6/2/26</u>
Board of Directors Approval			Date

Purpose- To gain valuable experience against outstanding competition to prepare for the upcoming football season. The camp also provides a unique team-building opportunity. During feedback surveys at the conclusion of the season, many players remarked that the Team Camp was one of their best memories.

Pre-planning- We will be conducting OTA's (Organized Team Activities) Tuesday and Thursday mornings from 7:00-8:30 this summer prior to the start of Team Camp as allowed by the IHSAA.

Assessment- There will be no formal assessment, but we intend to take our video equipment so that we can capture our practice sessions, post on HUDL, and use the clips to teach and learn for the remainder of the pre-season.

Funding- Players in grades 10-12 will pay for all camp fees directly to Central College. We have also applied for up to (3) camp stipends through the Linn-Mar Foundation for players who may qualify per Free & Reduced status. The camp is not mandatory. There are no consequences to players who do not attend. I have estimated that we will have approximately 70 players and coaches attend. We will use Football fundraising dollars to provide for (2) school buses, a van, and cargo trailer to take players and necessary equipment to Pella.

Common Experience- I believe this will be the 3rd year that Linn-Mar Football will be included as camp participants. Other schools who will be attending include 3A-5A schools throughout Iowa and surrounding states. Central College staff direct practice sessions, and provide scrimmage management. Players have full access to the Central Athletic Trainers and will have 5 meals provide by the college food service. Players will be housed two to a room in dormitories. Linn-Mar coaches will also share a room and will be spaced to provide adequate supervision during breaks between practices and throughout the evenings.

Multi-Disciplinary- NA



Excursions and Trips Request Form

Code 603.3-R2

Date Request Received by CFO/COO: 5/27/26

A written request for overnight excursions/trips must be submitted to the Chief Financial/Operating Officer not less than four weeks prior to the proposed excursion/trip and prior to any travel arrangements being finalized.

Overnight excursions/trips require prior approval of the building administrator, the superintendent or designee, and the Board of Directors. In authorizing excursions/trips, the building principal shall consider the financial condition of the school district, the educational benefit of the activity, the inherent risks or dangers of the activity, and other factors deemed relevant by the superintendent including the participation of the membership of the regular activity group. Students who have graduated may not participate in school sponsored excursions/trips unless the event is sanctioned by the state athletic associations.



The request will include:

- ✓ Rationale for the excursion/trip including the purpose and objectives
- ✓ Clarification if request is dependent upon pre-qualifying for event
- ✓ Detailed plans for student supervision
- ✓ Proposed itinerary
- ✓ Cost and source of funding
- ✓ Number of student participants
- ✓ Copy of required participation paperwork

1. Within three weeks of the completion of the excursion/trip the sponsor shall submit a written summary of the event to the building principal.
2. The building will be responsible for obtaining a substitute teacher if one is needed.
3. Students eligible for a fee waiver will be covered through contingency/discretionary funds as appropriate.

Excursion/Trip Criteria: The following checklist must be signed and submitted to the Chief Financial/Operating Officer with required documentation not less than four weeks prior to the proposed excursion/trip and prior to any travel arrangements being finalized:

Group: Varsity Poms Submitted by: Sam Cruise
 (Examples: Robotics, FBLA, etc.) (Name)

Criteria		Description	Provided
Purpose	Required	Purpose of excursion/trip is clearly defined and ". . . is a vital part of the curriculum or current activity." Reference Board Policy 603.3.	
Pre-Planning	Required	Evidence of pre-planning that will maximize the learning experiences of students on this excursion/trip. (Dates, location, number of student participants, plan for supervision, proposed itinerary, hotel, cost/budget source, required participation paperwork, clarification if request is dependent upon pre-qualifying for an event, etc.)	
Follow-Up	Required	Evidence of planning for follow-up in order to maximize the learning experiences of students on this excursion/trip.	
Assessment	Required	Evidence that students will be required to demonstrate their understanding of the learning expected from this experience.	
Funding	Required	Source of funding has been determined that meets Department of Education and district guidelines. Reference Board Policy 603.3.	
Common Experience	<i>Recommended</i>	This excursion/trip is a common experience that all students at this grade level or activity group should have.	
Multi-disciplinary	<i>Recommended</i>	This excursion/trip addresses more than one curricular area and offers the opportunity for curriculum integration.	
Building Principal Approval			Date <u>5/26/26</u>
Chief Financial/Operating Officer Approval			Date <u>5/27/26</u>
Board of Directors Approval			Date

Sami Cruise
Head Poms Coach
5/22/26

To whom it may concern:

The varsity pom team from Linn-Mar High School will be traveling to Des Moines, IA to compete in the State Dance Team Competition on December 4th, 2026. We will travel to Des Moines on Thursday, December 3rd at 2pm and compete on Friday, December 4th. We will stay at the Marriott hotel in downtown Des Moines in team rooms on Thursday night and athletes are under parent supervision following the competition on Friday. We will be taking the varsity roster (21 athletes) and 4 coaches.

Supervision

*We will have 4 high school pom coaches on this trip to help with supervision.

Itinerary

December 3, 2026

*School bus picks up the team at 2:00pm from LMHS and drops off at Marriott Downtown Des Moines around 4:00pm. We will have dinner and practice at the hotel. The athletes will sleep 4 to a room with a curfew time and bed check performed by the coaches.

December 4, 2026

*Wakeup and eat breakfast at the hotel, get ready for the competition in team rooms, check out and go to Wells Fargo Arena. Athletes are dismissed to family following the competition awards.

Cost

*The cost of the hotel and competition registration come out of the athletics account for State Competitions. All meals are organized and paid for by families.

Number of students

*21 varsity players

*4 coaches

Purpose of the trip

*Compete for a state championship against schools in our state. Arriving the night before to prepare and practice and ensure arrival to the competition on time.



6/1/26

Fundraising Request Form

Exhibit 906.1

Code: 1005.4-E1

Forms should be submitted to the Business Office per the following deadlines

Request Form Due	Board Approval Date	Fundraiser Start Date
First day of school for fundraisers occurring from October 1 st thru December 31 st	First meeting in September	Fundraisers should NOT start until the day immediately following board approval
Last day of school before Thanksgiving break for fundraisers occurring from January 1 st thru March 31 st	December meeting	
By February 15 th for fundraisers occurring from April 1 st thru May 31 st	March meeting	
By April 15 th for fundraisers occurring from June 1 st thru September 30 th	First meeting in May	

REMINDERS: All groups are required to submit a request for each fundraiser to the Business Office specifying how all funds raised will be spent. A Fundraising Project Summary (Refer to Policy 1005.4-E2) is due six weeks after the fundraiser ends. Proceeds should be spent during the year funds are raised.

Building Name: HP, OR, EX, BP Sponsoring Group: 5-8 band
 Contact Name: Stephanie Nuss Contact Phone: (319) 730-3640
 Contact Email: snuss@linnmar.k12.ia.us District Account Code: 10.0481.1101.112.9224.001999

Description of Fundraising Activity (All information is required for the request to be considered)
 Fundraising Activity: Apparel Fundraiser
 Activity Start/End Dates: 10/11 - 11/2, 2026 Estimated Proceeds: \$2000
 Purpose/Use of Funds Raised (Must be specific):
instrument replacement, percussion mallets, auxillary percussion mouthpiece + mouthpiece cases replacement and addition, tuners, reeds,

Administrator Approval:
 I approve that this request is necessary to provide funds for the purposes described above.
 Building Administrator's Signature: [Signature] Date: 6/1/26

Business Office and Board Review/Approval:
 Business Office Review/Approval: [Signature] Date: 6/1/26
 Board Review/Approval: _____ Date: _____

Summary Due Date: Dec 14, 2026

OR - 10.0445.1101.112.9224.001999
 EX - 10.0209.1101.112.9224.001999
 BP - 10.0472.1101.112.9224.001999

Policy Series 1000 – School and Community Relations
Community Activities Involving Students



Print

Policy 1005.4-E1 Fundraising Request Form

Forms should be submitted to the Business Office per the following deadlines:

Request Form Due	Board Approval Date	Fundraiser Start Date
First day of school for fundraisers occurring from Oct 1 thru Dec 31	First meeting in Sept	Fundraisers should NOT start until the day immediately following board approval.
Last day of school before Thanksgiving break for fundraisers occurring from Jan 1 thru Mar 31	December meeting	
By Feb 15 for fundraisers occurring from Apr 1 thru May 31	March meeting	
By April 15 for fundraisers occurring from Jun 1 thru Sept 30	First meeting in May	

REMINDERS: All groups are required to submit a request for each fundraiser to the Business Office specifying how all funds raised will be spent. A Fundraising Project Summary (Refer to Policy 1005.4-E2) is due six weeks after the fundraiser ends. Proceeds should be spent during the year the funds are raised.

Building Name: Linn Mar HS Sponsoring Group: ALO/NHS
 Contact Name: Joyce Booth-Baister / Whitney Dupree Contact Phone: 319 200 1696
 Contact Email: whitney.dupree@linnmar.k12 Ia. us District Acct Code: 21.0109.1900.950.7401.000870
 Description of Fundraising Activity (Information required for the request to be considered)
 Fundraising Activity: ALO/NHS Talent Show
 Activity Start/End Dates: January 13 2026* Estimated Proceeds: \$ 2000.00
 Purpose/Use of Funds Raised: (Must be specific) All funds raised will go to Marion Cares.

Honor Society
 ↓
 001790

Administrator Approval:
 I approve this request as necessary to provide funds for the purposes described above.
 Building Administrator Signature: Zach Meyer Date: 2/17/26

Business Office and Board Review/Approval:
 Business Office Review/Approval: Caitlin Huesel Date: 3/10/26
 Board Review/Approval: _____ Date: _____

Date Request Received: _____ Summary Due Date: _____

Nathan Wear reviewed and aware of
 Submittal of form after event and
 before board approval. 3.10.26 & NW

**Policy Series 1000 – School and Community Relations
Community Activities Involving Students**



Policy 1005.4-E1 Fundraising Request Form

Forms should be submitted to the Business Office per the following deadlines:

Request Form Due	Board Approval Date	Fundraiser Start Date
First day of school for fundraisers occurring from Oct 1 thru Dec 31	First meeting in Sept	Fundraisers should NOT start until the day immediately following board approval.
Last day of school before Thanksgiving break for fundraisers occurring from Jan 1 thru Mar 31	December meeting	
By Feb 15 for fundraisers occurring from Apr 1 thru May 31	March meeting	
By April 15 for fundraisers occurring from Jun 1 thru Sept 30	First meeting in May	

REMINDERS: All groups are required to submit a request for each fundraiser to the Business Office specifying how all funds raised will be spent. A Fundraising Project Summary (Refer to Policy 1005.4-E2) is due six weeks after the fundraiser ends. Proceeds should be spent during the year the funds are raised.

Building Name: LM High School **Sponsoring Group:** Global Connections
Contact Name: Katy Hester **Contact Phone:** 319-200-1687
Contact Email: Katy.hester@linnm.k12.ia.us **District Acct Code:** 21.0109.1900.950.7437.001999
Description of Fundraising Activity (Information required for the request to be considered)
Fundraising Activity: Henna tattoos, doughnut day
Activity Start/End Dates: Oct²⁰²⁶ - Feb 27²⁰²⁷ **Estimated Proceeds:** \$ 500.00
Purpose/Use of Funds Raised: (Must be specific) For the International Festival
Supplies and pizza for volunteers

Administrator Approval:
 I approve this request as necessary to provide funds for the purposes described above.
 Building Administrator Signature: [Signature] Date: 5/15/26

Business Office and Board Review/Approval:
 Business Office Review/Approval: [Signature] Date: 6/2/26
 Board Review/Approval: _____ Date: _____

Date Request Received: 5/18/26 **Summary Due Date:** April 9, 2027

**Policy Series 1000 – School and Community Relations
Community Activities Involving Students**



Policy 1005.4-E1 Fundraising Request Form

Forms should be submitted to the Business Office per the following deadlines:

Request Form Due	Board Approval Date	Fundraiser Start Date
First day of school for fundraisers occurring from Oct 1 thru Dec 31	First meeting in Sept	Fundraisers should NOT start until the day immediately following board approval.
Last day of school before Thanksgiving break for fundraisers occurring from Jan 1 thru Mar 31	December meeting	
By Feb 15 for fundraisers occurring from Apr 1 thru May 31	March meeting	
By April 15 for fundraisers occurring from Jun 1 thru Sept 30	First meeting in May	

REMINDERS: All groups are required to submit a request for each fundraiser to the Business Office specifying how all funds raised will be spent. A Fundraising Project Summary (Refer to Policy 1005.4-E2) is due six weeks after the fundraiser ends. Proceeds should be spent during the year the funds are raised.

Building Name: High School **Sponsoring Group:** Mental Health Matters
Contact Name: Jessica Deahl **Contact Phone:** (319) 447-3059
Contact Email: jdeahl@linnmar.k12.ia.us **District Acct Code:** 21.0109-1900-950
8048.001999 ✓

Description of Fundraising Activity (Information required for the request to be considered)
Fundraising Activity: Sell Suicide Prevention Clothing for Suicide Prevention Week & Football game
Activity Start/End Dates: 08/24/26-10/16/26 **Estimated Proceeds:** \$ 1,500

Purpose/Use of Funds Raised: (Must be specific) \$2 from each item sold will be donated to the "There IS Light" Jack's Pack Suicide Prevention foundation. This foundation was created to honor the memory of Jack Hollingshead & to support local suicide prevention efforts.

Administrator Approval:
 I approve this request as necessary to provide funds for the purposes described above.
 Building Administrator Signature: J. M. Must Date: 5-26-26

Business Office and Board Review/Approval:
 Business Office Review/Approval: [Signature] Date: 6/2/26
 Board Review/Approval: _____ Date: _____

Date Request Received: 5/27/26 ⁸⁰ **Summary Due Date:** _____

School Finance Report

April 30, 2025

83% of the School Year Complete

	Current Budget	Beginning Fund Balance	Y-T-D Revenue	Exp This Mon	Exp. Last Month	Exp Y-T-D	% Exp (Budget)		Balance (Budget)	Balance (Revenues)	Balance (Fund)
1) Instructional (1000-1999)	\$71,955,000			\$6,094,317	\$8,202,973	\$48,434,431	67.3%		\$23,520,569		
2) Support Services(2000-2999)	\$34,849,700			\$2,837,029	\$2,996,414	\$26,493,566	76.0%		\$8,356,134		
3) Non-Instructional(3000-3999)	\$5,207,500			\$358,862	\$410,463	\$3,283,477	63.1%		\$1,924,023		
4) Other Expenditures((4000-6000)	\$28,110,865			\$6,005,269	\$3,656,513	\$28,311,277	100.7%		-\$200,412		
5) Interfund Transfers (000910)	\$8,820,274			\$621,472	\$621,472	\$6,914,719	78.4%		\$1,905,555		
Total	\$148,943,339			\$15,916,949	\$15,887,836	\$113,437,471	76.2%		\$35,505,868		
Operating Fund-10	\$102,500,000	\$7,108,796	\$88,393,884	\$8,874,590	\$10,835,907	\$72,568,568	70.8%		29,931,432	15,825,317	22,934,112
Activity-21	\$1,100,000	\$1,004,117	\$944,877	\$105,737	\$142,998	\$1,022,715	93.0%		77,285	(77,838)	926,280
Management-22	\$2,800,000	\$2,014,469	\$2,399,525	\$1,485	-\$17,167	\$2,796,200	99.9%		3,800	(396,675)	1,617,795
PERL-24	\$248,000	\$37,667	\$364,174	\$25,323	\$12,119	\$123,884	50.0%		124,116	240,290	277,957
SAVE-33	\$13,562,000	\$19,890,609	\$8,840,814	\$1,838,000	\$3,576,775	\$19,514,979	143.9%		(5,952,979)	(10,674,165)	9,216,444
Other Capital Projects-31, 32, 35	\$4,116,000	\$6,493,636	\$255,226	\$23,193	\$17,087	\$3,689,357	89.6%		426,643	(3,434,131)	3,059,505
PPEL-36	\$4,931,663	\$6,280,709	\$4,838,443	\$311,500	\$901,242	\$3,720,665	75.4%		1,210,998	1,117,778	7,398,486
Debt Service-40	\$15,125,676	\$542,598	\$5,311,096	\$4,377,687	\$0	\$6,673,514	44.1%		8,452,162	(1,362,418)	(819,820)
Nutrition-61	\$4,100,000	\$3,184,707	\$2,643,477	\$336,406	\$393,646	\$3,000,304	73.2%		1,099,696	(356,828)	2,827,879
Aquatic Center-65	\$410,000	\$276,646	\$350,437	\$22,608	\$22,114	\$292,477	71.3%		117,523	57,961	334,607
Student Store-68	\$50,000	\$33,225	\$38,250	\$419	\$3,115	\$34,809	69.6%		15,191	3,441	36,666
Total	\$148,943,339	\$46,867,180	\$114,380,202	\$15,916,949	\$15,887,836	\$113,437,471	76.2%		35,505,868	942,732	47,809,912

Linn-Mar Community School District

Cash Balances

Fiscal Year: 2024-2025

Date Range: 07/01/2024 - 04/30/2025

Account Number	Title	Beginning Balance	Increases Debits	Decreases Credits	Cash Balance
10.0000.0000.000.0000.101000	CASH IN BANK	0.00	250.00	250.00	0.00
10.0000.0000.000.0000.111001	ISJIT-General Fund	13,410,150.20	18,974,976.88	27,960,920.42	4,424,206.66
10.0001.0000.000.0000.101000	CASH IN BANK	21,500.12	129,923,930.56	129,138,619.21	806,811.47
10.0002.0000.000.0000.101000	CASH IN BANK	5,201.98	2,480.73	2,461.80	5,220.91
10.0005.0000.000.0000.101000	CASH IN BANK	0.00	50.00	50.00	0.00
21.0000.0000.000.0000.111001	ISJIT - Student Activity	924,741.34	1,263,121.43	924,741.34	1,263,121.43
21.0000.0000.000.0000.111011	1.555 RESERVE CD	0.00	13,673.66	13,673.66	0.00
21.0001.0000.000.0000.101000	CASH IN BANK	0.00	105,183.56	105,183.56	0.00
21.0002.0000.000.0000.101000	CASH IN BANK	72,326.35	4,209,222.64	4,611,845.23	(330,296.24)
21.0004.0000.000.0000.101000	CASH IN BANK	0.00	3,942.81	3,942.81	0.00
22.0000.0000.000.0000.111001	ISJIT - Management	770,617.78	1,508,797.61	771,366.46	1,508,048.93
22.0006.0000.000.0000.101000	CASH IN BANK	1,133,619.80	4,015,566.82	5,039,440.59	109,746.03
24.0001.0000.000.0000.101000	CASH IN BANK	0.00	37,737.14	37,737.14	0.00
24.0003.0000.000.0000.101000	CASH IN BANK	191,997.32	364,862.01	268,053.50	288,805.83
33.0003.0000.000.0000.101000	CASH IN BANK	5,331,284.43	21,239,527.33	20,173,015.88	6,397,795.88
35.0003.0000.000.0000.101000	CASH IN BANK	611,705.91	5,474,463.04	6,106,006.52	(19,837.57)
36.0003.0000.000.0000.101000	CASH IN BANK	6,764,579.40	4,896,412.78	4,240,730.04	7,420,262.14
40.0003.0000.000.0000.101000	CASH IN BANK	532,204.24	11,536,809.48	6,674,114.12	5,394,899.60
61.0000.0000.000.0000.111001	ISJIT - Nutrition	2,568,726.02	97,362.95	0.00	2,666,088.97
61.0001.0000.000.0000.101000	CASH IN BANK	0.00	2,230,840.22	2,230,840.22	0.00
61.0004.0000.000.0000.101000	CASH IN BANK	646,462.70	3,784,443.44	3,838,325.88	592,580.26
65.0001.0000.000.0000.101000	CASH IN BANK	0.00	306,377.11	306,377.11	0.00
65.0002.0000.000.0000.101000	CASH IN BANK	402,746.45	376,536.79	378,663.96	400,619.28
65.0004.0000.000.0000.101000	CASH IN BANK	0.00	17,048.07	17,048.07	0.00
68.0002.0000.000.0000.101000	CASH IN BANK	30,350.76	39,532.10	36,091.26	33,791.60
		33,418,214.80	210,423,149.16	212,879,498.78	30,961,865.18

End of Report

School Finance Report April 30, 2026

83% of the School Year Complete

	Current Budget	Beginning Fund Balance	Y-T-D Revenue	Exp This Mon	Exp. Last Month	Exp Y-T-D	% Exp (Budget)		Balance (Budget)	Balance (Revenues)	Balance (Fund)
1) Instructional (1000-1999)	\$74,303,000			\$5,915,920	\$8,286,796	\$50,453,176	67.9%		\$23,849,824		
2) Support Services(2000-2999)	\$36,190,000			\$2,786,866	\$2,684,387	\$26,392,837	72.9%		\$9,797,163		
3) Non-Instructional(3000-3999)	\$4,815,000			\$411,554	\$417,318	\$3,379,941	70.2%		\$1,435,059		
4) Other Expenditures((4000-6000)	\$27,130,695			\$4,976,745	\$954,498	\$19,808,955	73.0%		\$7,321,740		
5) Interfund Transfers (000910)	\$6,400,000			\$3,231,939	\$683,039	\$9,379,290	146.6%		-\$2,979,290		
Total	\$148,838,695			\$17,323,025	\$13,026,038	\$109,414,198	73.5%		\$39,424,497		
Operating Fund-10	\$107,120,000	\$10,186,140	\$90,233,038	\$8,644,908	\$11,054,897	\$73,607,787	68.7%		33,512,213	16,625,251	26,811,391
Activity-21	\$1,300,000	\$100,716	\$919,896	\$79,552	\$71,208	\$880,836	67.8%		419,164	39,061	139,777
Management-22	\$2,500,000	\$1,753,557	\$2,650,172	\$6,413	-\$3,836	\$2,567,933	102.7%		(67,933)	82,239	1,835,797
PERL-24	\$350,000	\$289,990	\$545,068	\$33,143	\$3,860	\$500,471	143.0%		(150,471)	44,597	334,587
SAVE-33	\$12,000,000	\$13,885,463	\$9,775,929	\$994,151	\$1,274,473	\$16,181,979	134.8%		(4,181,979)	(6,406,050)	7,479,414
Other Capital Projects-31, 32, 35	\$200,000	\$2,896,916	\$77,647	\$2,548,900	\$9,735	\$2,730,272	1365.1%		(2,530,272)	(2,652,625)	244,291
PPEL-36	\$6,000,000	\$5,707,531	\$4,781,019	\$165,737	\$190,547	\$2,815,683	46.9%		3,184,317	1,965,336	7,672,867
Debt Service-40	\$14,500,000	\$721,121	\$4,862,077	\$4,430,561	\$0	\$6,681,475	46.1%		7,818,525	(1,819,397)	(1,098,276)
Nutrition-61	\$4,371,195	\$2,538,301	\$3,011,940	\$363,704	\$396,210	\$3,035,951	69.5%		1,335,244	(24,011)	2,514,290
Aquatic Center-65	\$450,000	\$246,154	\$396,525	\$52,880	\$28,692	\$359,053	79.8%		90,947	37,472	283,626
Student Store-68	\$47,500	\$32,601	\$50,111	\$3,076	\$251	\$52,759	111.1%		(5,259)	(2,648)	29,953
Total	\$148,838,695	\$38,358,491	\$117,303,423	\$17,323,025	\$13,026,038	\$109,414,198	73.5%		39,424,497	7,889,225	46,247,715

Linn-Mar Community School District

Cash Balances

Fiscal Year: 2025-2026

Date Range: 07/01/2025 - 04/30/2026

Account Number	Title	Beginning Balance	Increases Debits	Decreases Credits	Cash Balance
10.0000.0000.000.0000.101000	CASH IN BANK	0.00	2,357.37	2,357.37	0.00
10.0000.0000.000.0000.111001	ISJIT-General Fund	4,454,026.03	6,123,748.88	1,200,000.00	9,377,774.91
10.0001.0000.000.0000.101000	CASH IN BANK	867.41	125,939,259.23	125,054,966.30	885,160.34
10.0002.0000.000.0000.101000	CASH IN BANK	5,220.91	1,504.10	1,499.31	5,225.70
10.0004.0000.000.0000.101000	CASH IN BANK	0.00	42.00	42.00	0.00
21.0000.0000.000.0000.111001	ISJIT - Student Activity	1,006,634.90	302,739.90	100,000.00	1,209,374.80
21.0001.0000.000.0000.101000	CASH IN BANK	0.00	131,715.05	131,129.60	585.45
21.0002.0000.000.0000.101000	CASH IN BANK	3,685.24	3,822,547.43	4,006,329.34	(180,096.67)
21.0004.0000.000.0000.101000	CASH IN BANK	0.00	25,591.89	25,591.89	0.00
22.0000.0000.000.0000.111001	ISJIT - Management	4,158.77	2,114,662.39	324,158.77	1,794,662.39
22.0006.0000.000.0000.101000	CASH IN BANK	1,751,700.82	3,481,003.75	5,191,570.35	41,134.22
24.0001.0000.000.0000.101000	CASH IN BANK	0.00	38,975.76	38,975.76	0.00
24.0003.0000.000.0000.101000	CASH IN BANK	301,991.17	546,444.89	512,718.63	335,717.43
33.0003.0000.000.0000.101000	CASH IN BANK	6,980,044.61	22,005,685.50	21,618,582.93	7,367,147.18
35.0003.0000.000.0000.101000	CASH IN BANK	894,901.61	2,376,337.63	2,852,700.25	418,538.99
36.0003.0000.000.0000.101000	CASH IN BANK	6,181,951.16	5,396,078.81	3,781,121.67	7,796,908.30
40.0003.0000.000.0000.101000	CASH IN BANK	702,905.50	11,711,883.26	6,682,674.58	5,732,114.18
61.0000.0000.000.0000.111001	ISJIT - Nutrition	2,684,058.53	83,853.12	0.00	2,767,911.65
61.0001.0000.000.0000.101000	CASH IN BANK	0.00	1,931,315.84	1,931,315.84	0.00
61.0004.0000.000.0000.101000	CASH IN BANK	338,769.35	3,028,300.75	3,132,375.82	234,694.28
65.0000.0000.000.0000.111001	ISJIT Investment Account	265,000.00	0.00	265,000.00	0.00
65.0001.0000.000.0000.101000	CASH IN BANK	0.00	431,785.68	431,785.68	0.00
65.0002.0000.000.0000.101000	CASH IN BANK	130,225.06	676,985.15	456,379.49	350,830.72
65.0004.0000.000.0000.101000	CASH IN BANK	0.00	87,850.86	87,850.86	0.00
68.0002.0000.000.0000.101000	CASH IN BANK	30,000.61	51,799.76	54,721.31	27,079.06
		25,736,141.68	190,312,469.00	177,883,847.75	38,164,762.93

End of Report